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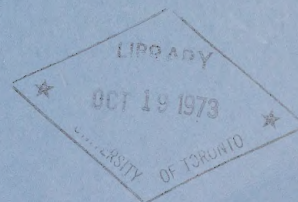
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PROVISIONS IN ONTARIO MUNICIPAL AGREEMENTS

1973



COLLECTIVE BARGAINING PROVISIONS IN ONTARIO MUNICIPAL AGREEMENTS

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by

Research Branch

Ontario Ministry of Labour

August 1973

Hon. Fernand Guindon,
Minister

R. D. Johnston,
Deputy Minister.



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I N T R O D U C T I O N

This report is a statistical analysis of the principal provisions contained in Ontario Collective Agreements covering 24,800 full-time employees of municipal governments. The report consists of 2 parts.

PART I - WORKING CONDITIONS'

Part I consists of 56 tables. The first 6 tables give information on the geographical distribution of municipal contracts, the unions that are party to them, their duration, and the sizes and types of bargaining unit to which they apply. The remaining tables classify the agreements and employee-coverage data for specific provisions by type of bargaining unit. These provisions include clauses concerned with union membership, check-off of union dues and other deductions, hours of work, and virtually all arrangements for remuneration above basic wage rates such as overtime compensation, shift premiums, paid time-off, and employer contributions to health, welfare and pension plans. Related provisions are grouped together in 8 separate sections identified in the Table of Contents.

The tables show the prevalence of major working conditions in terms of agreements and employees covered by 210 municipal contracts. The contracts include all those classified as local government collective agreements and on file in the Ministry of Labour's Collective Agreements Library when the data were compiled on June 30, 1973. Of these 210 agreements, 151

were current on that date and the remaining 59 were in various stages of renegotiation. (The Library endeavours to have on file all Ontario Collective Agreements.)

Regional and County Distribution

Central Ontario, with 45 contracts, has the greatest concentration of municipal agreements found in any of the 10 economic regions of the Province. These agreements apply to 12,500 employees, about 50 per cent of the coverage of the study. Over 11,000 of the workers covered by them are found in York County (including Metropolitan Toronto).

Northeastern Ontario and Niagara regions rank second and third in terms of numbers of agreements analyzed, with 33 and 24 respectively. These agreements, however, apply to only 5.5 and 11.8 per cent of the employees. The number of agreements in the remaining 7 regions ranges from 19 in Lake St. Clair down to 12 in Midwestern Ontario, and the number of employees covered by them from 3,289 in Eastern Ontario to 234 in Georgian Bay.

Union Representing Municipal Workers

More than four-fifths of the agreements analyzed are with the Canadian Union of Public Employees. These 177 contracts cover 24,000 employees, or almost 97 per cent of the total coverage. The remaining 33 agreements are distributed among 11 other unions, and 5

contracts is the largest number held by any of these unions.

Size of Bargaining Unit

Small bargaining units are a predominant feature of local government labour relations. About 64 per cent of the agreements (135) apply to units of fewer than 50 employees, but these units apply to only approximately 10 per cent of all employees included in the study. On the other hand, bargaining units of 200 employees or more account for 12 per cent of the agreements analyzed and cover 71 per cent of the employee total.

Type of Bargaining Unit

Four types of bargaining units are identified in the analysis according to the employees they cover: "Non-office", "Office", "Non-Office and Office" and "Professional". Four contracts applying to foremen are included in the 134 non-office agreements, but the remaining 130 contracts in this category refer only to non-supervisory workers. In the 50 agreements classified as "Office" there are 2 that cover both office and professional employees.

The "Non-Office" bargaining units apply to a smaller proportion of the 24,800 workers

covered by the study than of the number of agreements analyzed, 53 per cent compared to 64 per cent. The "Office" agreements and those that include both non-office and office occupations apply to about the same proportion of employees.

Union Security

Some form of union membership requirement is contained in 55 per cent of the agreements. The union shop is the most prevalent; it occurs in 38 per cent of the contracts and affects 58 per cent of the total employees. Modified union shop and the maintenance of membership appear in 11 and 6 per cent of agreements respectively, but in terms of employees, a much larger proportion is affected by modified union-shop provisions.

Virtually all the agreements (206) include provisions for union dues check-off. Fifty-nine of them also call for check-off of initiation fees and/or assessments. All except 16 of the employees are affected by union dues check-off. For 84 per cent of them the check-off is compulsory, and for 4 per cent it is voluntary.

Hours of Work

The 40 hour week is the most prevalent established by municipal agreements. It occurs in 54 per cent of the contracts and covers 48 per cent of the employees. It applies predominantly to non-office

employees, both those organized in bargaining units composed entirely of such workers and those that include office workers as well. The normal work week for employees in office and professional classifications ranges widely from 32 to 37-1/2 hours.

Overtime Compensation

For both office and non-office workers, pay at time and one-half the employee's regular wage rate is the most prevalent compensation specified for work in excess of normal daily hours. This rate appears in more than 76 per cent of the agreements, and applies to 75 per cent of the employees.

Shift Premiums

Premium pay is provided for second and third shifts in 54 and 58 per cent of the agreements, respectively. In terms of agreements, amounts of 15 and 20 cents per hour are the most prevalent premiums paid for both shifts. They occur for the second shift in 12 and 14 per cent of the contracts, respectively; and for the third shift, in 11 and 17 per cent of the contracts.

Measured in terms of employees, the 20¢ premium applies to larger proportions than the 15¢ one. For the second shift, 52 per cent of the employees receive the 20¢

premium, compared to 14 per cent who are entitled to a 15¢ one. The proportions for the third shift are 59 and 6 percent, respectively.

Pay Guarantees

Of the two pay guarantee provisions analyzed, call-back clauses are the more common. They appear in 88 per cent of the agreements, while reporting guarantees are included in only 29 per cent of them.

A minimum of 4 hours of work or pay is the most prevalent reporting guarantee. It occurs in 16 per cent of the agreements and covers 33 per cent of the total employees. A guarantee of 3 hours is specified in 5 per cent of the contracts covering 10 per cent of the employees. In 6 per cent of the contracts a guarantee of 2 hours is provided and applies to 3 per cent of the employees.

A minimum of 2 hours is the most frequent call-back guarantee provided. It appears in 40 per cent of the agreements covering 56 per cent of the employees. Time and one-half the employee's hourly wage rate is the most common single payment applicable to call-backs. It occurs in 18 per cent of the agreements and covers 26 per cent of the employees. In 34 per cent of the contracts, the employee receives the overtime rate that applies at the time he is called back.

Jury Duty Pay

Pay for working-time lost while serving on a jury is provided in 78 per cent of the agreements covering 95 per cent of the employees. The most common provisions calls for the employer to make up the difference between the employee's regular pay and the jury fees which he receives. This arrangement is found in 74 per cent of the agreements and applies to 91 per cent of the employees.

Paid Bereavement Leave

Paid absences due to death in an employee's family are provided in 94 per cent of the agreements representing 99 per cent of the workers. A maximum allowance of 3 days is the most common practice. It occurs in 52 per cent of the contracts and applies to 71 per cent of the employees. In 22 per cent of the agreements, 3 days are allowed for the death of a member of the immediate family and one-half to 2 days for the death of other relatives. Fifteen agreements provide a basic 3-day leave and an additional 1 to 7 days of reasonable time if travel is required.

Paid Sick Leave

Paid sick leave provisions are contained in 97 per cent of the agreements, and cover all but 0.3 per cent of the employees. An annual

allowance of 18 days is the most prevalent practice in those agreements which specify the amount of sick leave that is granted. This provisions occurs in 71 per cent of the contracts, and applies to 90 per cent of the employees.

Accumulation of sick leave credits is specifically provided for in 176 agreements. Of the remaining 34 agreements, data were not available for 20 and 14 either did not contain paid sick leave provisions or did not provide for accumulation.

Of the 176 agreements that specifically provide for sick leave accumulation 110 do not place any limits on the number of days that can be carried over from year to year. Sixty-two contracts, however, limit the total amount that can be accrued.

In 148 agreements it is specified that employees will be paid for unused sick leave when their employment is terminated for reasons other than retirement. In 127 of these agreements the payment is made for one-half of the employee's accrued sick leave, and is calculated on his wage rate at termination.

Payment for unused sick leave on retirement is specified in 127 agreements. In 89 of these contracts the retiring employee receives cash for one-half of his accumulated sick leave, and in 23 agreements the employee is paid for all of his unused sick leave.

Paid Holidays

All employees in the study are covered by paid holiday provisions. Seventy-seven per cent of them, covered by 56 per cent of the agreements, receive pay for 11 full holidays. Agreements specifying 10 paid holidays account for 16 per cent of the total number of contracts, and apply to 4 per cent of the employees.

Time and one-half the regular rate of pay in addition to holiday pay is the most prevalent compensation provided for holiday work. This rate appears in 52 per cent of the agreements, and covers 54 per cent of the employees. Double time plus holiday pay occurs in 25 per cent of the agreements and is paid to 16 per cent of the employees. Two per cent of the agreements, covering less than 1 per cent of the employees, provide for straight time plus holiday pay. None of the other arrangements reported are found in more than 5 contracts.

Paid Vacations

Paid vacations are provided by all the agreements analyzed. A maximum vacation of 3 weeks appears in 3 per cent (6), 4 weeks in 33 per cent (70), and 5 weeks in 60 per cent (126) of the agreements. Two contracts grant a maximum of 6 weeks, 3 a maximum of 7 weeks, and one a maximum of 10 weeks. Two

contracts place no limit on earned vacation, providing one additional day of vacation for each year worked after 25 years of service.

The most common qualifying period for a 2-week vacation is 1 year and it affects 99 per cent of the employees. For 1 per cent of the employees the qualifying period is less than 1 year, and for only one-half per cent of them the qualifying period is 2 years.

All the agreements provide for a 3-week vacation, and the maximum qualifying period is 15 years. The most prevalent qualifying period is 5 years, after which 71 per cent of the workers earn a 3-week vacation. Three per cent of the employees qualify after 4 years, 8 per cent after 7 years, and 1 per cent after 8 years. The minimum qualifying period for a 3-week vacation is 1 year, but it appears in only 1 agreement affecting 7 employees.

a 4-week vacation is allowed in 97 per cent of the agreements covering all but 0.3 per cent of the employees in the study. The principal qualifying period is 15 years, found in 62 per cent of the contracts and affecting 77 per cent of the workers. A 4-week vacation is granted after 10 years of service to 2 per cent of the employees covered by 6 per cent of the contracts, and to 1 per cent of the employees covered by 6 per cent of the contracts after 20 years. The minimum qualifying period for a 4-week vacation is 9 years, and it appears in 2 agreements covering 423 workers.

Sixty-three per cent of the agreements covering 93 per cent of the workers provide a 5-week vacation. The predominant practice is to grant 5 weeks after 26 years of service. Such a provision is found in 42 per cent of the agreements affecting 80 per cent of the employees.

Health, Insurance and Pension Plans

Basic hospital, medical and surgical insurance plans are included in more than 99 per cent of the agreements. For 91 per cent of the employees represented by 68 per cent of the agreements, the employer pays 100 per cent of the premiums for the plan. In 10 per cent of the agreements involving 3 per cent of the workers, the employer pays 75 per cent of the premiums.

Life insurance plans are provided in 84 per cent of the agreements and apply to 97 per cent of the employees. In 48 per cent of the agreements affecting 59 per cent of the employees, 100 per cent of the plan premiums is paid by the employer. In 10 per cent of the contracts which apply to 19 per cent of employees, two-thirds of the premium is contributed by the employer. Seven per cent of the contracts covering 2 per cent of the employees call for the employer to pay 75 per cent of the premium. In 6 per cent of the contracts covering 9 per cent of the employees,

both parties contribute equally to the cost of the insurance plan.

Pension plans are found in 81 per cent of the agreements covering 94 per cent of the workers. Seventy-two per cent of the agreements stipulate that the employer and the employee will share the cost of the retirement benefits. In 8 per cent of them the financing arrangement is not specified.

PART II - WAGES

Part II of the report consists of one table showing the rates of pay provided for two occupations - labourer and clerk-typist. These are the basic non-office and clerical classifications most commonly found in municipal agreements. The agreements from which the rates were taken are listed alphabetically, by the names of the municipalities concerned, and are arranged by the ten economic regions of Ontario.

The wage rates were obtained from 175 agreements. Of these, 143 were current and 32 were being renegotiated when the wage data were compiled in July of 1973. For the 143 current agreements, the rates in effect on June 30, 1973 or later were reported. For the 32 agreements under renegotiation, only the final rates provided when these agreements expired have been reported. The number of agreements analyzed in Part II and the information on whether or not they are current varies from the similar data shown for Part I because not all of the

analyzed contracts specified the occupations selected.

For each of the occupations specified, the table shows the minimum and maximum or single wage rates paid after the probationary period on an hourly, weekly, monthly or yearly basis. Where a single rate occurs, it is shown in the column marked "MAXIMUM". The effective

date for each rate is given and the date entered in the last column of the table is the termination date of the contract.

The report was prepared in the Ministry of Labour, Research Branch by Agnes Gesing, assisted by Frederick W. Groom, George C. Cameron, Thomas Ritchie, George H. Thomas and Anna Smith under the general direction of Lenard Haywood.

PART I

WORKING CONDITIONS

SECTION 1

DISTRIBUTION OF AGREEMENTS BY LOCATION,
UNION, DURATION, EXPIRY DATE AND BAR-
GAINING UNIT SIZE AND TYPE

TABLE 1
REGIONAL AND COUNTY INSTITUTIONS OF ONTARIO
MUNICIPAL AGREEMENTS

ECONOMIC REGION AND COUNTY	NON-OFFICE			OFFICE			PROFESSIONAL			NON-OFFICE AND OFFICE EMPLOYEES			TOTAL			
	AGTS.	EMPL. DYES		AGTS.	EMPL. DYES		AGTS.	EMPL. DYES		AGTS.	OFF.	OFF.	AGTS.	EMPL. DYES		
EASTERN ONTARIO	0	374		5	254		2	254		2	1309	1008	17	8.1	15	1.2
CAMLETON	2	91		2	56		2	254		2	1276	1089	8	3.0	24	1.2
FRONTENAC	1	167		1	131								1	1.0	5	1.1
LEEDS	1	30											1	1.0	1	1.1
PRESOTT										1	9	5	1	1.0	1	1.1
KEEFER	1	11		1	7					1	30	4	1	1.1	7	1.2
STORMONT	1	75		1	60								2	1.0	155	1.5
LAKE ONTARIO	12	367		4	125					1	23	3	17	8.1	118	1.1
DURHAM	2	26											2	1.0	26	1.1
HALIMURTON										1	23	3	1	1.0	26	1.1
HASTINGS	3	101		2	52								1	1.0	135	1.1
NORTHUMBERLAND	1	15											1	1.0	135	1.1
PETERBOROUGH	2	145		1	60								3	1.1	205	1.1
PRINCE EDWARD	1	8											1	1.0	7	1.0
VICTORIA	2	34		1	13								3	1.1	47	1.2
INTER-COUNTY	1	40											1	1.0	40	1.2
CENTRAL ONTARIO	27	7155		14	5130					4	125	71	45	21.4	12481	10.7
HALTON	0	250		2	95								8	3.8	351	1.4
ONTARIO	2	326		1	243					3	102	62	9	2.9	733	1.2
PEEL	5	236		1	28					1	23	9	1	1.0	292	1.2
YORK	14	6537		10	4768								24	11.4	11105	11.7
NIAGARA	15	1718		7	839					2	287	92	21	11.1	1038	11.8
BRANT	1	56		1	61								1	1.0	117	1.1
LINCOLN	2	209		1	99								3	1.4	308	1.2
WELLAND	5	169		3	55					1	257	68	9	4.3	544	2.2
WENTWORTH	5	1034		1	509					1	30	24	7	3.0	1547	6.4
INTER-COUNTY	2	250		1	115								3	1.4	505	1.5
LAKE ERIE	10	753		4	443								14	6.7	1186	1.0
ELGIN	2	47		1	28								3	1.4	78	1.3
MIDDLESEX	6	648		2	385								8	3.8	1633	1.1
OXFORD	2	56		1	30								3	1.4	88	1.2
LAKE ST. CLAIR	14	650		2	9					3	179	326	19	9.0	1164	1.1
ESSEX	9	458		2	9					3	179	326	14	6.6	972	1.1
KENT	2	118											2	1.0	118	1.1
LAMBTON	3	74		0	0								3	1.4	74	1.1
MIDWESTERN ONTARIO	9	601		3	184								12	5.7	785	1.1
PENH	1	51		1	33								2	1.0	84	1.1
WATERLOO	6	402		1	103								7	3.3	505	1.1
WELLINGTON	2	148		1	48								3	1.1	196	1.1
GEORGIAN BAY	14	210		2	24								16	7.0	234	1.0
BRUCE	3	31											3	1.4	31	1.1
GREY	2	39		1	18								3	1.4	57	1.2
MUSKOGA	3	75											3	1.4	75	1.1
PARRY SOUND	1	12		1	6								2	1.0	18	1.1
SIMCOE	5	53		0	0								5	2.1	53	1.2
NORTHEASTERN ONTARIO	10	771		7	285					7	236	67	33	15.8	1161	1.1
ALGOMA	3	145		1	123								4	2.1	146	1.1
COCHRANE	5	123		3	40					2	67	12	7	4.0	242	1.1
PIPPIN	1	7								2	129	19	1	1.4	175	1.1
SIDHURY	9	398		3	122					1	7	2	12	6.0	81	1.2
TIMISKAMING	1	48								1	10	2	1	1.0	48	1.2
LAKEHEAD-NORTHWESTERN ONTARIO	8	500		2	227					3	163	18	13	6.0	100	1.1
KENORA	5	34											5	2.1	34	1.1
RAINY RIVER	1	52		1	7					1	30	9	1	1.0	52	1.1
THUNDER BAY	3	414		1	220								4	1.0	634	1.1
TOTAL	134	13099		50	7520		2	254		24	2282	1680	210	109.0	11111	11.1

TABLE 2
UNIONS REPRESENTING EMPLOYEES COVERED BY ONTARIO
MUNICIPAL AGREEMENTS

UNIONS	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE AND OFFICE EMPLOYEES			T O T A L		EMPLS,	
	AGTS,	EMPL- OYEES	AGTS,	EMPL- OYEES	AGTS,	EMPL- OYEES	AGTS,	NON- OFF,	OFF,	NO,	PER CENT	NO,	PER CENT
CANADIAN OPERATING ENGINEERS	1	48								1	.5	48	.2
CIVIC INSTITUTE OF PROFESSIONAL PERSONNEL					2	254				2	1.0	254	1.0
CIVIL SERVICE ASSOCIATION OF ONTARIO	4	87								4	1.9	87	.4
ELECTRICAL WORKERS (IBEW)	4	25					1	24	8	5	2.4	57	.2
ELECTRICAL WORKERS (UE)	2	67								2	1.0	67	.3
INTERNATIONAL OPERATING ENGINEERS	5	131								5	2.4	131	.5
LABOURERS	3	31								3	1.4	31	.1
OFFICE EMPLOYEES			1	60						1	.5	60	.2
PUBLIC EMPLOYEES	106	12636	48	7457			23	2258	1672	177	84.3	24023	96.7
RETAIL WHOLESALE EMPLOYEES	3	25	1	3						4	1.9	28	.1
SERVICE EMPLOYEES UNION	1	4								1	.5	4	.0
TEAMSTERS	5	45								5	2.4	45	.2
TOTAL	134	13099	50	7520	2	254	24	2282	1680	210	100.0	24835	100.0

TABLE 3
DURATION OF ONTARIO
MUNICIPAL AGREEMENTS

DURATION	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE AND OFFICE EMPLOYEES			T O T A L			
	AGTS,	EMPL- OYEES	AGTS,	EMPL- OYEES	AGTS,	EMPL- OYEES	AGTS,	NON- OFF,	OFF,	NO,	PER CENT	NO,	PER CENT
ONE YEAR	11	554	6	289			3	41	9	20	9.5	893	3.0
BETWEEN ONE AND TWO YEARS	8	265	2	39			1	23	9	11	5.2	336	1.4
TWO YEARS	103	11647	36	6931	2	254	18	2161	1648	159	75.7	22641	91.2
BETWEEN TWO AND THREE YEARS	9	358	3	29						12	5.7	387	1.6
THREE YEARS	3	275	3	232			2	57	14	8	3.8	578	2.3
TOTAL	134	13099	50	7520	2	254	24	2282	1680	210	100.0	24835	100.0

TABLE 4
MONTH AND YEAR OF EXPIRATION OF ONTARIO
MUNICIPAL AGREEMENTS

MONTH	1971		1972		1973		1974		1975		T O T A L			
	AGRTS	EMPLS	AGRTS	EMPLS	AGRTS	EMPLS	AGRTS	EMPLS	AGRTS	EMPLS	AGREEMENTS NO	PER CENT	EMPLOYEES NO	PER CENT
JANUARY					10	1967	7	233	3	162	20	9.5	2362	9.5
FEBRUARY					3	44	9	477	6	174	18	8.5	695	2.8
MARCH					4	291	9	473	5	95	18	8.5	859	3.5
APRIL					1	11	6	139	1	7	8	3.8	157	.6
MAY			1	54	6	183	2	81			9	4.3	318	1.3
JUNE					7	137	3	156			10	4.8	293	1.2
JULY							2	26			2	1.0	26	.1
AUGUST					1	57	1	17			2	1.0	74	.3
SEPTEMBER					7	372	1	30			8	3.8	402	1.6
OCTOBER							4	352			4	1.9	352	1.4
NOVEMBER					1	35					1	.5	33	.1
DECEMBER	1	74	26	3049	62	15568	21	575			110	52.4	19264	77.6
TOTAL	1	74	27	3103	102	18663	65	2557	15	438	210	100.0	24835	100.0

TABLE 5
SIZE OF BARGAINING UNITS COVERED BY ONTARIO
MUNICIPAL AGREEMENTS

SIZE OF BARGAINING UNIT	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE AND OFFICE EMPLOYEES			T O T A L			
	AGTS.	EMPL- OYEES	AGTS.	EMPL- OYEES	AGTS.	EMPL- OYEES	AGTS.	OFF.	OFF.	AGTS. NO.	PER CENT	EMPL- OYEES	PER CENT
UNDER 25 EMPLOYEES	66	714	17	161			8	88	21	91	43.3	881	100
25 - 49 EMPLOYEES	27	944	11	395			6	155	42	44	21.0	1,455	100
50 - 99 EMPLOYEES	18	1,177	8	526	1	64	5	244	105	32	15.2	2,116	100
100 - 199 EMPLOYEES	10	1,489	6	708	1	190	1	104	34	18	8.6	2,525	100
200 - 499 EMPLOYEES	6	1,883	5	1,550			2	421	389	13	6.2	4,243	100
500 - 999 EMPLOYEES	5	3,053	1	509			1	600	600	7	3.3	4,762	100
1000 EMPLOYEES AND OVER	2	3,839	2	3,671			1	670	469	5	2.4	8,669	100
TOTAL	134	13,099	50	7,520	2	254	24	2,282	1,680	210	100.0	21,550	100.0

TABLE 6
TYPE OF BARGAINING UNIT COVERED BY ONTARIO
MUNICIPAL AGREEMENTS

TYPE OF BARGAINING UNIT	AGREEMENTS		EMPLOYEES	
	NO	PER CENT	NO	PER CENT
NON-OFFICE EMPLOYEES	134	63.8	13099	53.8
OFFICE CLERICAL EMPLOYEES	12	5.7	149	.6
TECHNICAL EMPLOYEES	1	.5	54	.2
PROFESSIONAL EMPLOYEES	2	1.0	254	1.0
NON-OFFICE AND OFFICE CLERICAL EMPLOYEES	15	7.1	539	2.2
OFFICE CLERICAL AND TECHNICAL EMPLOYEES	35	16.7	3646	15.0
NON-OFFICE, OFFICE CLERICAL AND TECHNICAL EMPLOYEES	9	4.3	3423	12.2
OFFICE CLERICAL, TECHNICAL AND PROFESSIONAL EMPLOYEES	2	1.0	3671	15.1
TOTAL	210	100.0	24363	100.0

Note:

In the other tables the office clerical, technical, and professional agreements are combined under "office".

SECTION 2

UNION SECURITY

TABLE 7
UNION MEMBERSHIP REQUIREMENTS UNDER ONTARIO
MUNICIPAL AGREEMENTS

MEMBERSHIP REQUIREMENTS	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE AND OFFICE EMPLOYEES			T O T A L			
	AGTS.		AGTS.		AGTS.		AGTS.			AGTS.		AGTS.	
	EMPL- OYEES	EMPL- OYEES	EMPL- OYEES	EMPL- OYEES	EMPL- OYEES	EMPL- OYEES	NON- OFF.	OFF.	OFF.	PER CENT	PER CENT	EMPL- PER CENT	EMPL- PER CENT
NO PROVISION	62	3468	22	1484			11	1552	1223	95	45.2	7727	31.1
UNION SHOP	49	8655	19	5158			12	707	448	60	38.1	14368	57.9
MODIFIED UNION SHOP	12	1213	7	822	2	254	1	23	9	22	10.5	2321	9.3
MAINTENANCE OF MEMBERSHIP	10	531	2	56						12	5.7	387	1.6
OTHER	1	32								1	.5	32	.1
TOTAL	134	13099	50	7520	2	254	24	2282	1680	210	100.0	24835	100.0

Note:

A union shop requires all employees to become members of the union within a specified time and to remain members as a condition of continued employment. A modified union shop is the same as a union shop except that certain groups or classes of employees may be exempted, most commonly employees hired before a specified date or those who were not members at the time the agreement took effect. Under a maintenance of membership provision present employees who are members of the union at a specified time must remain members for the duration of the agreement; present employees who are not members are not required to join the union, new employees need not join but if they do they must maintain their membership as a condition of continued employment.

TABLE 8
CHECK-OFF PAYMENTS UNDER ONTARIO
MUNICIPAL AGREEMENTS

TYPE OF PAYMENT CHECK-OFF	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE AND OFFICE EMPLOYEES			T O T A L			
	AGTS.	EMPL- OYEES	AGTS.	EMPL- OYEES	AGTS.	EMPL- OYEES	AGTS.	NON- OFF.	OFF.	AGTS. NO.	PER CENT	EMPLS NO.	PER CENT
NO PROVISION	3	13	1	3						4	1.9	16	.1
DUES CHECK-OFF ONLY	93	5560	31	2535	2	254	21	1838	1288	147	70.0	11475	46.2
DUES AND INITIATION FEES	8	1219	5	308			1	257	68	14	6.7	1852	7.5
DUES AND ASSESSMENTS	19	5832	10	4495			2	187	324	31	14.8	10838	43.6
DUES, INITIATION FEES AND ASSESSMENTS	11	475	3	179						14	6.7	654	2.6
TOTAL	134	13099	50	7520	2	254	24	2282	1680	210	100.0	24835	100.0

Note:

Check-off is the arrangement whereby the employer regularly deducts from employees wages, union dues and other financial obligations to the union and remits the amounts to the union.

TABLE 9
AUTHORIZATION FOR DUES CHECK-OFF UNDER ONTARIO
MUNICIPAL AGREEMENTS

TYPE OF AUTHORIZATION	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE AND OFFICE EMPLOYEES			T O T A L			
	EMPL=		EMPL=		EMPL=		NON=			AGTS, PER		EMPLS PER	
	AGTS,	OYEES	AGTS,	OYEES	AGTS,	OYEES	AGTS,	OFF,	OFF,	NO,	CENT	NO,	CENT
NO PROVISION FOR DUES CHECK-OFF	3	13	1	3						4	1.9	16	.4
COMPULSORY FOR ALL EMPLOYEES	116	12234	42	7085			17	881	557	175	83.3	20757	83.6
VOLUNTARY FOR ALL EMPLOYEES	7	617	2	130			3	102	24	12	5.7	873	3.5
MODIFIED-COMPULSORY	8	235	5	302	2	254	4	1299	1099	19	9.0	3189	12.8
TOTAL	134	13099	50	7520	2	254	24	2282	1680	210	100.0	24835	100.0

Note:

Authorization for dues check-off was classified into three types: compulsory, where the employer is required to deduct union dues from the employees' wages without prior authorization from them, or where employees are required to authorize the employer to make such deductions; voluntary, where employees may or may not authorize the employer to deduct union dues from their wages; and modified-compulsory, where union dues deductions are compulsory for some of the employees in the bargaining unit and voluntary for others.

SECTION 3

HOURS OF WORK AND OVERTIME

TABLE 10
STANDARD DAILY HOURS UNDER ONTARIO
MUNICIPAL AGREEMENTS

NUMBER OF HOURS		NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE AND OFFICE EMPLOYEES		T O T A L			
		EMPL- AGTS. OYEEES		EMPL- AGTS. OYEEES		EMPL- AGTS. OYEEES		NON- AGTS. OFF. OFF.		AGTS, NO.	PER CENT	EMPLS NO.	PER CENT
7	HOURS			21	1316					21	10.0	1316	5.3
7-1/2	HOURS	1	11	1	24					2	1.0	35	.1
8	HOURS	108	11019					2	187 328	110	52.4	11534	46.4
8-1/2	HOURS	1	4							1	.5	4	.0
9	HOURS	10	121							10	4.8	121	.5
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES		11	1866	25	6018			20	825 263	56	26.7	6972	36.1
VARIES FOR DIFFERENT SEASONS		1	3	1	6	1	190			3	1.4	199	.8
NOT SPECIFIED		1	35	2	156					3	1.4	191	.8
OTHER		1	40			1	64	2	1270 1089	4	1.9	2463	9.9
TOTAL		134	13099	50	7520	2	254	24	2282 1660	210	100.0	24835	100.0

TABLE 11
STANDARD OR AVERAGE WEEKLY HOURS UNDER ONTARIO
MUNICIPAL AGREEMENTS

NUMBER OF HOURS		NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE AND OFFICE EMPLOYEES			T O T A L			
		AGTS.	EMPL. OYEEES	AGTS.	EMPL. OYEEES	AGTS.	EMPL. OYEEES	AGTS.	NON- OFF.	OFF.	AGTS. NO.	PER CENT	EMPLS NO.	PER CENT
35	HOURS			22	1439						22	10.5	1439	5.8
37-1/2	HOURS	1	11	1	24						2	1.0	35	.1
40	HOURS	113	11846					1	23	7	114	54.3	11976	47.8
42-1/2	HOURS	1	4								1	.5	4	.0
44	HOURS	1	40								1	.5	40	.2
45	HOURS	10	121								10	4.8	121	.5
55	HOURS	1	35								1	.5	35	.1
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES		7	1042	26	6051			21	989	584	54	25.7	8666	34.9
VARIES FOR DIFFERENT SEASONS				1	6	1	190				2	1.0	196	.8
OTHER						1	64	2	1270	1069	3	1.4	2423	9.8
TOTAL		134	13099	50	7520	2	254	24	2282	1680	210	100.0	24835	100.0

TABLE 12

COMPENSATION FOR WORK AFTER SCHEDULED DAILY HOURS UNDER ONTARIO
MUNICIPAL AGREEMENTS

AMOUNT OF COMPENSATION	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE AND OFFICE EMPLOYEES			T O T A L		E M P L S,	
	EMPL- AGTS, OYEES		EMPL- AGTS, OYEES		EMPL- AGTS, OYEES		AGTS,	NON- OFF,	OFF,	NO,	PER CENT	NO,	PER CENT
NO PROVISION	6	239	7	325	2	254				15	7.1	818	3.3
STRAIGHT TIME	1	82								1	.5	82	.3
TIME AND ONE-HALF	108	10846	32	4115			20	2055	1618	160	76.2	18634	75.0
DOUBLE TIME PAID AFTER FIRST													
2 HOURS AT TIME AND ONE-HALF	1	3								1	.5	3	.0
3 HOURS AT TIME AND ONE-HALF	1	9								1	.5	9	.0
4 HOURS AT TIME AND ONE-HALF	5	451	1	115						6	2.9	566	2.3
6 HOURS AT TIME AND ONE-HALF							1	69	11	1	.5	80	.3
7 HOURS AT TIME AND ONE-HALF	5	504								5	2.4	504	2.0
8 HOURS AT TIME AND ONE-HALF	3	256					1	30	9	4	1.9	295	1.2
EQUIVALENT TIME OFF OR PAY AT 1.50 TIME	2	657	3	579						5	2.4	1236	5.0
1.50 TIME OFF OR PAY AT 1.50 TIME			1	30						1	.5	30	.1
1.50 TIME OFF OR PAY AT 1.50 TIME			3	104						3	1.4	104	.4
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES			2	2246			2	128	42	4	1.9	2416	9.7
NOT SPECIFIED			1	6						1	.5	6	.0
OTHER	2	52								2	1.0	52	.2
TOTAL	134	13099	50	7520	2	254	24	2282	1680	210	100.0	24835	100.0

TABLE 13
 COMPENSATION FOR WORK AFTER SCHEDULED WEEKLY, BIWEEKLY OR MONTHLY HOURS
 UNDER ONTARIO MUNICIPAL AGREEMENTS

AMOUNT OF COMPENSATION	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE AND OFFICE EMPLOYEES			T O T A L			
	EMPL= AGTS. OYEES		EMPL= AGTS. OYEES		EMPL= AGTS. OYEES		AGTS.	NON= OFF.	OFF.	AGTS. NO.	PER CENT	EMPLS NO.	PER CENT
NO PROVISION	54	7889	22	1619			14	987	726	90	42.8	11221	45.2
TIME AND ONE-HALF	77	5037	19	4903			9	1244	932	105	50.0	12116	48.8
DOUBLE TIME PAID AFTER FIRST 4 HOURS AT TIME AND ONE-HALF	1	122								1	.5	122	.5
8 HOURS AT TIME AND ONE-HALF	1	22					1	51	22	2	1.0	95	.4
EQUIVALENT TIME OFF					2	254				2	1.0	254	1.0
EQUIVALENT TIME OFF OR PAY AT 1.50 TIME			2	177						2	1.0	177	.7
1.50 TIME OFF OR PAY AT 1.50 TIME			3	124						3	1.4	124	.5
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES			3	694						3	1.4	694	2.8
OTHER	1	29	1	3						2	1.0	32	.1
TOTAL	134	13099	50	7520	2	254	24	2282	1680	210	100.0	24835	100.0

TABLE 14
 COMPENSATION FOR WORK NOT REGULARLY SCHEDULED ON SATURDAY UNDER ONTARIO
 MUNICIPAL AGREEMENTS

AMOUNT OF COMPENSATION	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE AND OFFICE EMPLOYEES			T O T A L			
	EMPL- AGTS, OYEE		EMPL- AGTS, OYEE		EMPL- AGTS, OYEE		NON- AGTS, OFF,	OFF,		AGTS, NO,	PER CENT	EMPLS NO,	PER CENT
NO PROVISION	70	8492	28	1754	2	254	11	1516	1154	111	52.9	13170	53.0
TIME AND ONE-HALF	47	3442	18	5222			11	667	506	76	36.2	9837	39.6
DOUBLE TIME PAID AFTER FIRST													
4 HOURS AT TIME AND ONE-HALF	3	41	1	115						4	1.9	156	.6
6 HOURS AT TIME AND ONE-HALF							1	69	11	1	.5	80	.3
7 HOURS AT TIME AND ONE-HALF	1	11								1	.5	11	.0
8 HOURS AT TIME AND ONE-HALF	3	258								3	1.4	258	1.0
16 HOURS AT TIME AND ONE-HALF	1	30					1	30	9	2	1.0	69	.3
DOUBLE TIME	8	697	1	14						9	4.3	711	2.9
EQUIVALENT TIME OFF OR PAY AT 1.50 TIME			1	412						1	.5	412	1.7
DOUBLE TIME OFF AFTER FIRST													
4 HOURS AT TIME AND ONE-HALF	1	128								1	.5	128	.5
1.50 TIME OFF OR PAY AT 1.50 TIME			1	3						1	.5	3	.0
TOTAL	134	13099	50	7520	2	254	24	2262	1680	210	100.0	24835	100.0

TABLE 15

COMPENSATION FOR WORK NOT REGULARLY SCHEDULED ON SIXTH DAY UNDER ONTARIO
MUNICIPAL AGREEMENTS

AMOUNT OF COMPENSATION	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE AND OFFICE EMPLOYEES			T O T A L			
	AGTS.	EMPL- OYEEES	AGTS.	EMPL- OYEEES	AGTS.	EMPL- OYEEES	AGTS.	NON- OFF.	OFF.	AGTS. NO.	PER CENT	EMPLS NO.	PER CENT
NO PROVISION	96	5767	40	5991	2	254	17	1832	1543	155	73.8	15387	62.0
TIME AND ONE-HALF	31	6698	7	715			6	420	133	44	21.0	7966	32.1
DOUBLE TIME PAID AFTER FIRST 8 HOURS AT TIME AND ONE-HALF	1	34								1	.5	34	.1
DOUBLE TIME	5	300	1	372			1	30	4	7	3.3	706	2.8
EQUIVALENT TIME OFF OR PAY AT 1.50 TIME			1	412						1	.5	412	1.7
1.50 TIME OFF OR PAY AT 1.00 TIME	1	300								1	.5	300	1.2
1.50 TIME OFF OR PAY AT 1.50 TIME			1	30						1	.5	30	.1
TOTAL	134	13099	50	7520	2	254	24	2282	1680	210	100.0	24835	100.0

TABLE 10

COMPENSATION FOR WORK NOT REGULARLY SCHEDULED ON SUNDAY UNDER ONTARIO
MUNICIPAL AGREEMENTS

AMOUNT OF COMPENSATION	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE AND OFFICE EMPLOYEES			T O T A L			
	AGTS.	EMPL- OYEES	AGTS.	EMPL- OYEES	AGTS.	EMPL- OYEES	AGTS.	NON- OFF.	OFF.	AGTS.	PER CENT	EMPLS NO.	PER CENT
NO PROVISION	41	6605	20	1004	2	254	4	155	48	67	31.9	6066	32.5
TIME AND ONE-HALF	17	1367	9	4239			4	1327	1103	30	14.3	6036	32.4
DOUBLE TIME PAID AFTER FIRST 16 HOURS AT TIME AND ONE-HALF	1	30					1	30	9	2	1.0	69	.3
DOUBLE TIME	73	4913	16	1317			14	746	512	103	49.0	7488	30.2
TRIPLE TIME PAID AFTER FIRST 8 HOURS AT DOUBLE TIME	1	56								1	.5	56	.2
DOUBLE TIME AND ONE-HALF			1	6						1	.5	6	.0
EQUIVALENT TIME OFF OR PAY AT 1.50 TIME			1	412						1	.5	412	1.7
DOUBLE TIME OFF OR PAY AT DOUBLE TIME			2	33						2	1.0	33	.1
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES			1	509			1	24	8	2	1.0	541	2.2
OTHER	1	128								1	.5	128	.5
TOTAL	134	13099	50	7520	2	254	24	2282	1680	210	100.0	24835	100.0

TABLE 17

COMPENSATION FOR WORK NOT REGULARLY SCHEDULED ON SEVENTH DAY UNDER ONTARIO
MUNICIPAL AGREEMENTS

AMOUNT OF COMPENSATION	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE AND OFFICE EMPLOYEES			T O T A L			
	AGTS.	EMPL- OYEES	AGTS.	EMPL- OYEES	AGTS.	EMPL- OYEES	AGTS.	NON- OFF.	OFF.	AGTS. NO.	PER CENT	EMPLS NO.	PER CENT
NO PROVISION	99	5940	40	5991	2	254	16	1786	1504	157	74.8	15475	62.3
TIME AND ONE-HALF	18	5295	6	472			3	82	19	27	12.9	5868	23.6
DOUBLE TIME	17	1864	2	615			5	414	157	24	11.4	3050	12.3
EQUIVALENT TIME OFF OR PAY AT 1.50 TIME			1	412						1	.5	412	1.7
1.50 TIME OFF OR PAY AT 1.50 TIME			1	30						1	.5	30	.1
TOTAL	134	13099	50	7520	2	254	24	2282	1680	210	100.0	24835	100.0

TABLE 18
PAYMENT FOR OR SUPPLY OF MEALS UNDER ONTARIO
MUNICIPAL AGREEMENTS

AMOUNT OF PAYMENT	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE AND OFFICE EMPLOYEES		TOTAL				
	EMPL =		EMPL =		EMPL =		NON-OFFICE AND OFFICE EMPLOYEES		TOTAL				
	AGTS, OYEES	AGTS, OYEES	AGTS, OYEES	AGTS, OYEES	AGTS, OFF.	OFF.	AGTS, PER CENT	EMPLS PER CENT					
NO PROVISION	90	9195	35	6081	2	254	14	1671	1217	141	67.1	18418	78.2
\$ 1.00 PER MEAL PAID AFTER													
2 HOURS OF OVERTIME	1	25								1	4.5	25	4.1
4 HOURS OF OVERTIME	1	40								1	4.5	40	4.2
\$ 1.50 PER MEAL PAID AFTER													
2 HOURS OF OVERTIME			2	72			1	9	5	3	1.4	86	4.3
4 HOURS OF OVERTIME							1	51	22	1	4.5	73	4.3
HOURS NOT SPECIFIED			1	36						1	4.5	36	4.1
\$ 1.75 PER MEAL PAID AFTER													
3 HOURS OF OVERTIME	1	14								1	4.5	14	4.1
\$ 2.00 PER MEAL PAID AFTER													
1 HOURS OF OVERTIME	1	71								1	4.5	71	4.3
1-1/2 HOURS OF OVERTIME	2	67								2	1.0	67	4.3
2 HOURS OF OVERTIME	14	1991	6	719			2	194	345	22	10.5	3249	13.1
3 HOURS OF OVERTIME	2	39								2	1.0	39	4.2
4 HOURS OF OVERTIME			1	13			1	257	68	2	1.0	338	1.4
HOURS NOT SPECIFIED	1	4								1	4.5	4	4.0
\$ 2.25 PER MEAL PAID AFTER													
HOURS NOT SPECIFIED							1	25	5	1	4.5	30	4.1
\$ 2.50 PER MEAL PAID AFTER													
2 HOURS OF OVERTIME	3	33					2	15	5	5	2.4	53	4.2
\$ 3.50 PER MEAL PAID AFTER													
2 HOURS OF OVERTIME							1	30	4	1	4.5	34	4.1
\$ 1.75 PER MEAL PAID OR MEAL SUPPLIED AFTER													
4 HOURS OF OVERTIME	2	23								2	1.0	23	4.1
\$ 2.00 PER MEAL PAID OR MEAL SUPPLIED AFTER													
3 HOURS OF OVERTIME	2	38	1	35						3	1.4	73	4.3
\$ 2.50 PER MEAL PAID OR MEAL SUPPLIED AFTER													
1 HOURS OF OVERTIME	1	5								1	4.5	5	4.0
2 HOURS OF OVERTIME	1	66								1	4.5	66	4.3
4 HOURS OF OVERTIME	1	11								1	4.5	11	4.0
MEALS FURNISHED BY EMPLOYER AFTER													
1 HOURS OF OVERTIME	2	67								2	1.0	67	4.3
2 HOURS OF OVERTIME	6	1250	2	48			1	30	9	9	4.5	1337	5.4
HOURS NOT SPECIFIED			1	7						1	4.5	7	4.0
PAYMENT OF OVERTIME HOURS NOT SPECIFIED	1	20								1	4.5	20	4.1
OTHER	2	140	1	509						3	1.4	649	2.6
TOTAL	134	13499	50	7520	2	254	24	2262	1680	211	106.4	24435	100.0

SECTION 4

SHIFT PREMIUMS

TABLE 19
SECOND SHIFT PREMIUMS UNDER ONTARIO
MUNICIPAL AGREEMENTS

AMOUNT OF PREMIUM	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE AND OFFICE EMPLOYEES			T O T A L			
	AGTS.	EMPL- OYEES	AGTS.	EMPL- OYEES	AGTS.	EMPL- OYEES	AGTS.	NON- OFF.	OFF.	AGTS.	PER CENT	EMPLS NO.	PER CENT
NO PROVISION	56	971	29	826	1	190	10	170	42	96	45.7	2199	8.9
CENTS PER HOUR													
9.0 CENTS	2	52								2	1.0	52	.2
10.0 CENTS	11	323					1	9	5	12	5.7	337	1.3
11.0 CENTS	1	21					1	25	5	2	1.0	51	.2
12.0 CENTS	5	259					2	78	33	9	4.3	561	2.2
13.0 CENTS	1	63	2	191						1	.5	63	.3
14.0 CENTS	4	578			1	113				5	2.4	691	2.8
15.0 CENTS	18	2633	5	769			3	90	33	26	12.3	3525	14.2
16.0 CENTS	1	51					1	257	68	2	1.0	376	1.5
17.0 CENTS	3	249	1	30						4	1.9	279	1.1
18.0 CENTS	6	553			1	74				7	3.3	627	2.5
20.0 CENTS	19	7101	8	5188			2	268	355	29	13.8	12912	52.0
25.0 CENTS	3	76								3	1.4	76	.3
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	98					1	46	39	2	1.0	183	.7
CHANGES DURING TERM OF AGREEMENT	1	42								1	.5	42	.2
AMOUNT PER SHIFT													
\$1.00 PER SHIFT					1	64				1	.5	64	.3
\$1.15 PER SHIFT			1	220						1	.5	220	.9
PER CENT OF WAGES													
4.0 PER CENT	1	12	1	6						2	1.0	18	.1
5.0 PER CENT	1	17	1	103			2	669	611	4	1.9	1400	5.6
							1	670	489	1	.5	1159	4.7
TIME DIFFERENTIAL AND CENTS PER HOUR													
TOTAL	134	13099	50	7520	2	254	24	2282	1680	210	100.0	24835	100.0

TABLE 20
THIRD SHIFT PREMIUMS UNDER ONTARIO
MUNICIPAL AGREEMENTS

AMOUNT OF PREMIUM	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE AND OFFICE EMPLOYEES			TOTAL EMPLS			
	AGTS.	EMPL- OYEES	AGTS.	EMPL- OYEES	AGTS.	EMPL- OYEES	AGTS.	NON- OFF.	OFF.	NO.	PER CENT	NO.	PER CENT
NO PROVISION	51	897	29	826	1	190	8	123	27	89	42.4	2063	8.3
CENTS PER HOUR													
9.0 CENTS	1	22								1	.5	22	.1
10.0 CENTS	7	81					1	24	8	8	3.8	133	.5
11.0 CENTS	1	21								1	.5	21	.1
12.0 CENTS	3	159	1	131			1	30	24	5	2.4	344	1.4
15.0 CENTS	18	1108	2	175			4	99	38	24	11.4	1480	5.9
16.0 CENTS	3	946	1	509			2	282	73	6	2.9	1810	7.3
17.0 CENTS	4	260	1	30						5	2.4	290	1.2
18.0 CENTS	11	958	1	74						12	5.7	1032	4.2
20.0 CENTS	23	7731	9	5224			3	291	362	35	16.0	13008	54.8
21.0 CENTS	1	310	1	113						2	1.0	423	1.7
23.0 CENTS	1	66								1	.5	66	.3
25.0 CENTS	5	302	2	109						7	3.3	411	1.6
30.0 CENTS	1	9								1	.5	9	.0
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	98					2	94	48	3	1.4	240	1.0
CHANGES DURING TERM OF AGREEMENT	1	42								1	.5	42	.2
AMOUNT PER SHIFT													
\$1.00 PER SHIFT					1	64				1	.5	64	.3
\$1.15 PER SHIFT			1	220						1	.5	220	.9
PER CENT OF WAGES													
4.0 PER CENT	1	12	1	6						2	1.0	18	.1
5.0 PER CENT	1	17	1	103			1	69	11	3	1.4	200	.8
TIME DIFFERENTIAL													
9.0 HOURS PAY FOR 8.0 HOURS WORK							1	600	600	1	.5	1200	4.8
OTHER							1	670	489	1	.5	1159	4.7
TOTAL	134	13099	50	7520	2	254	24	2282	1680	210	100.0	24835	100.0

SECTION 5

PAY GUARANTEES

TABLE 21
REPORTING PAY GUARANTEES UNDER ONTARIO
MUNICIPAL AGREEMENTS

MINIMUM GUARANTEE	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE AND OFFICE EMPLOYEES			T O T A L			
	AGTS.	EMPL- OYEES	AGTS.	EMPL- OYEES	AGTS.	EMPL- OYEES	AGTS.	NON- OFF.	OFF.	AGTS. NO.	EMPLS PER CENT	AGTS. NO.	EMPLS PER CENT
NO PROVISION	84	3897	47	7463	2	254	16	816	536	149	71.0	12966	52.2
1.5 HOURS OF WORK OR PAY	1	142								1	.5	142	.6
2.0 HOURS OF WORK OR PAY	10	523					2	117	20	12	5.7	660	2.7
3.0 HOURS OF WORK OR PAY	9	2545					1	9	5	10	4.8	2559	10.3
4.0 HOURS OF WORK OR PAY	26	5644	3	57			4	1310	1115	33	15.7	8126	32.7
GRADUATED PAYMENTS	1	40					1	30	4	2	1.0	74	.3
OTHER	3	308								3	1.4	308	1.2
TOTAL	134	13099	50	7520	2	254	24	2282	1680	210	100.0	24835	100.0

Note:

Reporting pay provisions guarantee employees an amount of pay or hours of work if they report on schedule but no work is available or less than can be done in the guaranteed time.

TABLE 22
CALL-BACK PAY GUARANTEES UNDER ONTARIO
MUNICIPAL AGREEMENTS

MINIMUM GUARANTEE AND RATE OF PAY	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE AND OFFICE EMPLOYEES			TOTAL			
	AGTS.	EMPL- OYEE	AGTS.	EMPL- OYEE	AGTS.	EMPL- OYEE	AGTS.	NON- OFF.	OFF.	AGTS. NO.	PER CENT	EMPLS NO.	PER CENT
NO PROVISION	8	307	14	666	2	254	2	693	495	26	12.4	2438	9.8
MINIMUM OF 1.0 HOURS AT DOUBLE TIME			1	61						1	.5	61	.2
MINIMUM OF 2.0 HOURS AT STRAIGHT TIME	3	78	1	32						4	1.9	110	.4
TIME AND ONE-HALF	15	4313	7	741			2	287	72	24	11.4	5413	21.8
MINIMUM OF 3.0 HOURS AT STRAIGHT TIME	4	654								4	1.9	654	2.6
TIME AND ONE-HALF	8	651	5	368						13	6.2	1019	4.1
MINIMUM OF 4.0 HOURS AT STRAIGHT TIME	1	30	1	123			1	10	2	3	1.4	165	.7
TIME AND ONE-HALF							1	48	9	1	.5	57	.2
MINIMUM OF 2.0 HOURS AT STRAIGHT TIME OR ACTUAL HOURS WORKED AT PREMIUM RATE, WHICHEVER IS GREATER	7	710	1	13			1	600	600	9	4.3	1923	7.7
MINIMUM OF 3.0 HOURS AT STRAIGHT TIME OR ACTUAL HOURS WORKED AT PREMIUM RATE, WHICHEVER IS GREATER	7	1020	2	159						9	4.3	1179	4.7
MINIMUM OF 4.0 HOURS AT STRAIGHT TIME OR ACTUAL HOURS WORKED AT PREMIUM RATE, WHICHEVER IS GREATER	7	386	3	134			3	58	17	13	6.2	595	2.4
MINIMUM OF 1.0 HOURS AT APPLICABLE OVERTIME RATE	1	4	1	14						2	1.0	18	.1
MINIMUM OF 1.5 HOURS AT APPLICABLE OVERTIME RATE	2	9								2	1.0	9	.0
MINIMUM OF 2.0 HOURS AT APPLICABLE OVERTIME RATE	33	2007	8	4142			3	81	33	44	21.0	6263	25.2
MINIMUM OF 2.5 HOURS AT APPLICABLE OVERTIME RATE							1	25	9	1	.5	30	.1
MINIMUM OF 3.0 HOURS AT APPLICABLE OVERTIME RATE	8	834	1	372			5	229	351	14	6.7	1786	7.2
MINIMUM OF 4.0 HOURS AT APPLICABLE OVERTIME RATE	5	115	1	6			2	55	41	8	3.8	217	.9
MINIMUM OF 2.0 HOURS, RATE NOT SPECIFIED	5	110								5	1.4	110	.4
MINIMUM OF 4.0 HOURS, RATE NOT SPECIFIED	6	74								6	2.9	74	.3
OTHER	16	1797	4	669			3	196	52	23	11.0	2714	10.9
TOTAL	134	13099	50	7520	2	254	24	2282	1680	210	100.0	24835	100.0

Note:

Call-back or call-in pay provisions guarantee employees an amount of pay or hours of work if they are called back after they have gone home or if they are called in to work out of normally scheduled hours, early in the morning or on weekends.

SECTION 6

ALLOWANCES FOR WORK CLOTHING OR UNIFORMS

TABLE 23

SUPPLY OF OR ALLOWANCES FOR WORK CLOTHING OR UNIFORMS UNDER ONTARIO
MUNICIPAL AGREEMENTS

PROVISION	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE AND OFFICE EMPLOYEES			T O T A L			
	AGTS.	EMPL- OYES	AGTS.	EMPL- OYES	AGTS.	EMPL- OYES	AGTS.	NON- OFF.	OFF.	AGTS. NO.	PER CENT	EMPLS NO.	PER CENT
NO PROVISION	50	3936	35	6354	2	254	13	1539	1202	100	47.6	13285	53.5
SUPPLIED AT NO COST TO EMPLOYEES	65	8589	11	881			9	573	154	85	40.5	10197	41.1
SUPPLIED AT SOME COST TO EMPLOYEES	6	227								6	2.9	227	.9
EMPLOYER MAKES A MONETARY ALLOWANCE	9	166	1	131			1	6	3	11	5.2	306	1.2
INITIAL WORK CLOTHING SUPPLIED AT NO COST; REPLACEMENTS AT SOME COST	1	5	1	3						2	1.0	8	.0
INITIAL WORK CLOTHING SUPPLIED - NO COST - MONETARY ALLOWANCE FOR REPLACEMENTS	1	42	1	28						2	1.0	70	.3
OTHER	2	134	1	123			1	164	321	4	1.9	742	3.0
TOTAL	134	13099	50	7520	2	254	24	2282	1680	210	100.0	24835	100.0

TABLE 24

MAINTENANCE OF OR ALLOWANCES FOR MAINTENANCE OF WORK CLOTHING OR UNIFORMS UNDER ONTARIO
MUNICIPAL AGREEMENTS

PROVISION	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE AND OFFICE EMPLOYEES			T O T A L			
	AGTS.	EMPL- OYEES	AGTS.	EMPL- OYEES	AGTS.	EMPL- OYEES	AGTS.	NON- OFF.	OFF.	AGTS. NO.	PER CENT	EMPLS NO.	PER CENT
NO PROVISION	111	8486	47	7382	2	254	21	2218	1666	181	86.2	20006	80.6
MAINTAINED AT NO COST TO EMPLOYEES	21	4400	2	74			1	30	4	24	11.4	4508	18.2
MAINTAINED AT SOME COST TO EMPLOYEES	1	51					2	38	10	3	1.4	95	.4
EMPLOYER MAKES MONETARY ALLOWANCE FOR MAINTENANCE OF WORK CLOTHING	1	162	1	64						2	1.0	226	.9
TOTAL	134	13099	50	7520	2	254	24	2282	1680	210	100.0	24835	100.0

Note:

Refers to laundering and cleaning services.

SECTION 7

PAY FOR TIME NOT WORKED

TABLE 25

PAID REST OR RELIEF PERIODS UNDER ONTARIO
MUNICIPAL AGREEMENTS

DAILY TIME ALLOWANCE	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE AND OFFICE EMPLOYEES			T O T A L			
	AGTS.	EMPL- OYEES	AGTS.	EMPL- OYEES	AGTS.	EMPL- OYEES	AGTS.	NON- OFF.	OFF.	AGTS. NO.	PER CENT	EMPLS NO.	PER CENT
NO PROVISION	46	5208	18	2972	2	254	12	1805	1254	78	37.1	11493	46.3
1 PERIOD OF 10 MINUTES	1	30								1	.5	30	.1
1 PERIOD OF 15 MINUTES	1	7	1	30						2	1.0	37	.1
2 PERIODS EACH 10 MINUTES	37	4949	5	1898			1	25	5	43	20.5	6877	27.7
2 PERIODS EACH 15 MINUTES	43	1986	23	2148			10	429	412	76	36.2	4975	20.0
2 PERIODS, DURATION VARIES FOR MORNING AND AFTERNOON	2	657	2	466						4	1.9	1123	4.5
2 PERIODS, DURATION NOT SPECIFIED	2	11	1	6						3	1.4	17	.1
PERIODS AND DURATION NOT SPECIFIED							1	23	9	1	.5	32	.1
OTHER	2	251								2	1.0	251	1.0
TOTAL	134	13099	50	7520	2	254	24	2282	1680	210	100.0	24835	100.0

TABLE 26
PAID CLEAN-UP OR CLOTHES CHANGING TIME UNDER ONTARIO
MUNICIPAL AGREEMENTS

DAILY TIME ALLOWANCE	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE AND OFFICE EMPLOYEES			T O T A L			
	AGTS.	EMPL- OYEES	AGTS.	EMPL- OYEES	AGTS.	EMPL- OYEES	AGTS.	NON- OFF.	OFF.	AGTS. NO.	PER CENT	EMPLS NO.	PER CENT
NO PROVISION	112	10000	50	7520	2	254	20	2055	1342	184	87.6	21171	85.2
1 PERIOD OF 5 MINUTES	4	1927					1	48	9	5	2.4	1984	8.0
1 PERIOD OF 10 MINUTES	2	12								2	1.0	12	.0
1 PERIOD OF 15 MINUTES	1	12								1	.5	12	.0
2 PERIODS OF 5 MINUTES	7	760					3	179	329	10	4.8	1268	5.1
2 PERIODS OF 10 MINUTES	3	45								3	1.4	45	.2
2 PERIODS OF 15 MINUTES	1	45								1	.5	45	.2
2 PERIODS, DURATION VARIES FOR MORNING AND AFTERNOON	1	16								1	.5	16	.1
PERIODS AND DURATION NOT SPECIFIED	3	282								3	1.4	282	1.1
TOTAL	134	13099	50	7520	2	254	24	2282	1680	210	100.0	24835	100.0

TABLE 27
PAID JURY DUTY LEAVE UNDER ONTARIO
MUNICIPAL AGREEMENTS

AMOUNT OF PAY	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE AND OFFICE EMPLOYEES			T O T A L			
	AGTS.	EMPL- OYEE\$	AGTS.	EMPL- OYEE\$	AGTS.	EMPL- OYEE\$	AGTS.	NON- OFF.	OFF.	AGTS. NO.	PER CENT	EMPL\$ NO.	PER CENT
NO PROVISION	31	828	10	345			5	94	24	46	21.9	1291	5.2
DIFFERENCE BETWEEN REGULAR PAY AND JURY FEES	98	11595	37	7018	2	254	19	2188	1656	156	74.3	22711	91.4
NOT SPECIFIED	3	623	2	129						5	2.4	752	3.0
OTHER	2	53	1	28						3	1.4	81	.3
TOTAL	134	13099	50	7520	2	254	24	2282	1680	210	100.0	24835	100.0

TABLE 28

PAID BEREAVEMENT LEAVE UNDER ONTARIO
MUNICIPAL AGREEMENTS

MAXIMUM NUMBER OF DAYS ALLOWED	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE AND OFFICE EMPLOYEES			TOTAL			
	AGTS.	EMPL- OYEES	AGTS.	EMPL- OYEES	AGTS.	EMPL- OYEES	AGTS.	NON- OFF.	OFF.	AGTS.	PER CENT	EMPLS NO.	PER CENT
NO PROVISION	11	234		1	6					12	5.7	240	1.0
3.0 DAYS	71	8405	23	5470			15	2028	1615	109	51.9	17518	70.5
3.0 DAYS FOR DEATH IN IMMEDIATE FAMILY, .5 DAYS FOR CLOSE RELATIVES	2	34								2	1.0	34	.1
3.0 DAYS FOR DEATH IN IMMEDIATE FAMILY, 1.0 DAYS FOR CLOSE RELATIVES	21	962	9	528			5	129	41	35	16.7	1660	6.7
3.0 DAYS FOR DEATH IN IMMEDIATE FAMILY, 2.0 DAYS FOR CLOSE RELATIVES	2	699	1	48						3	1.4	747	3.0
3.0 DAYS FOR DEATH IN IMMEDIATE FAMILY, DAYS FOR CLOSE RELATIVES NOT SPECIFIED	1	21	1	12						2	1.0	33	.1
4.0 DAYS FOR DEATH IN IMMEDIATE FAMILY, 3.0 DAYS FOR CLOSE RELATIVES							1	24	8	1	.5	32	.1
5.0 DAYS FOR DEATH IN IMMEDIATE FAMILY, 3.0 DAYS FOR CLOSE RELATIVES	1	16								1	.5	16	.1
3.0 DAYS FOR DEATH IN IMMEDIATE FAMILY, 2.0 DAYS FOR CLOSE RELATIVES .5 DAYS FOR OTHER RELATIVES				1	13					1	.5	13	.1
3.0 DAYS FOR DEATH IN IMMEDIATE FAMILY, 2.0 DAYS FOR CLOSE RELATIVES 1.0 DAYS FOR OTHER RELATIVES	2	626	1	372						3	1.4	998	4.0
4.0 DAYS FOR DEATH IN IMMEDIATE FAMILY, 2.0 DAYS FOR CLOSE RELATIVES 1.0 DAYS FOR OTHER RELATIVES	1	14								1	.5	14	.1
4.0 DAYS FOR DEATH IN IMMEDIATE FAMILY, 3.0 DAYS FOR CLOSE RELATIVES 1.0 DAYS FOR OTHER RELATIVES	1	66								1	.5	66	.3
7.0 DAYS FOR DEATH IN IMMEDIATE FAMILY, 3.0 DAYS FOR CLOSE RELATIVES 1.0 DAYS FOR OTHER RELATIVES				1	60					1	.5	60	.2
3.0 DAYS BASIC WITH 1.0 ADDITIONAL DAY IF TRAVEL INVOLVED	1	120	1	9						2	1.0	129	.5
3.0 DAYS BASIC WITH 2.0 ADDITIONAL DAYS IF TRAVEL INVOLVED	2	705	2	463						4	1.9	1168	4.7
3.0 DAYS BASIC WITH 3.0 ADDITIONAL DAYS IF TRAVEL INVOLVED	2	9								2	1.0	9	.0
3.0 DAYS BASIC WITH 4.0 ADDITIONAL DAYS IF TRAVEL INVOLVED	1	67	1	42						2	1.0	109	.4
3.0 DAYS BASIC WITH 5.0 ADDITIONAL DAYS IF TRAVEL INVOLVED	1	24	1	14						2	1.0	38	.2
3.0 DAYS BASIC WITH 7.0 ADDITIONAL DAYS IF TRAVEL INVOLVED	2	22					1	25	3	3	1.4	48	.2
PAID SICK LEAVE ALLOWANCE USED FOR BEREAVEMENT LEAVE	2	37					1	69	11	3	1.4	117	.5
NOT SPECIFIED	4	97	4	51			1	9	2	9	4.3	158	.6
OTHER	6	941	3	433	2	254				11	5.2	1628	6.6
TOTAL	134	13099	50	7526	2	254	24	2282	1680	210	100.0	24835	100.0

TABLE 29
ANNUAL PAID SICK LEAVE UNDER ONTARIO
MUNICIPAL AGREEMENTS

ANNUAL ALLOWANCE	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE AND OFFICE EMPLOYEES			TOTAL	
	AGTS.	EMPL- OYEES	AGTS.	EMPL- OYEES	AGTS.	EMPL- OYEES	AGTS.	OFF.	OFF.	AGTS. NO.	EMPLS PER CENT
NO SICK LEAVE PLAN	6	62	1	3						7	3.3
6 DAYS	2	12								2	1.0
10 DAYS	2	9								2	1.0
12 DAYS	4	30								4	1.9
15 DAYS	1	30	1	7			1	30	4	3	1.4
18 DAYS	93	11799	36	7043	2	254	13	1769	1527	149	71.0
21 DAYS	1	22	1	7						2	1.0
24 DAYS	2	13								2	1.0
26 DAYS							1	257	68	1	.5
VARIES WITH LENGTH OF SERVICE	5	466	3	224			1	60	11	9	4.3
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES			1	54						1	.5
ALLOWANCE MADE PER SICKNESS	5	131	1	54						6	2.9
ALLOWANCE NOT SPECIFIED			1	32						1	.5
OTHER	13	525	5	96			3	137	65	21	10.0
TOTAL	134	13099	50	7520	2	254	24	2282	1680	210	100.0

TABLE 30
SERVICE REQUIREMENTS FOR PAID SICK LEAVE UNDER ONTARIO
MUNICIPAL AGREEMENTS

PERIOD OF SERVICE	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE AND OFFICE EMPLOYEES			T O T A L			
	AGTS.	EMPL- OYEES	AGTS.	EMPL- OYEES	AGTS.	EMPL- OYEES	AGTS.	NON- OFF.	OFF.	AGTS. NO.	PER CENT	EMPLS NO.	PER CENT
NO PROVISION	55	2012	21	2436	2	254	15	412	154	93	44.3	5268	21.2
60 CALENDAR DAYS	2	250	1	115						3	1.4	365	1.5
90 CALENDAR DAYS	7	1035	4	422			1	164	321	12	5.7	1942	7.8
45 WORKING DAYS	2	143	1	61						3	1.4	204	.8
60 WORKING DAYS	3	134								3	1.4	134	.5
65 WORKING DAYS	3	158								3	1.4	158	.6
90 WORKING DAYS	2	50								2	1.0	50	.2
1 MONTHS	2	24	1	4						3	1.4	28	.1
2 MONTHS							1	10	2	1	.5	12	.0
3 MONTHS	18	1499	6	899			4	402	106	28	13.3	2906	11.7
4 MONTHS	1	35	1	6						2	1.0	41	.2
6 MONTHS	23	2628	13	1134						36	17.1	3762	15.1
8 MONTHS	4	1004	1	509						5	2.4	1513	6.1
12 MONTHS	10	4054					1	24	8	11	5.2	4086	16.5
NOT SPECIFIED	1	2								1	.5	2	.0
OTHER	1	71	1	1934			2	1270	1089	4	1.9	4364	17.6
TOTAL	134	13399	50	7520	2	254	24	2282	1680	210	100.0	24835	100.0

TABLE 31

MAXIMUM ACCUMULATION OF UNUSED SICK LEAVE UNDER ONTARIO
MUNICIPAL AGREEMENTS

MAXIMUM ACCUMULATION ALLOWED	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE AND OFFICE EMPLOYEES			T O T A L			
	EMPL- AGTS, OYEEs		EMPL- AGTS, OYEEs		EMPL- AGTS, OYEEs		NON- AGTS, OFF.	OFF.		AGTS, NO.	PER CENT	EMPLS NO.	PER CENT
NO PAID SICK LEAVE PLAN	6	62	1	3						7	3.3	65	.3
UNUSED SICK LEAVE NOT CUMULATIVE	5	131	2	114						7	3.3	245	1.0
60 = 89 DAYS	1	4								1	.5	4	.0
90 = 119 DAYS	3	25					1	48	9	4	1.9	82	.3
120 = 149 DAYS	3	173					4	66	17	7	3.3	256	1.0
150 = 179 DAYS	4	44					1	69	11	5	2.4	124	.5
180 = 209 DAYS	18	570	3	173			3	58	15	24	11.4	816	3.3
210 = 239 DAYS	1	22	1	7						2	1.0	29	.1
240 = 269 DAYS	4	146	1	35			2	56	41	7	3.3	278	1.1
300 OR MORE DAYS	8	1271	2	519			1	237	68	11	5.2	2115	8.5
ACCUMULATION CHANGES DURING TERM OF AGREEMENT							1	19	3	1	.5	22	.1
NO LIMIT SPECIFIED	65	10091	35	6573	2	254	8	1552	1451	110	52.4	19921	80.2
SICK LEAVE CONVERTED TO CASH AT YEAR END	2	28								2	1.0	28	.1
SICK LEAVE CONVERTED TO PAID VACATION	1	12	1	6						2	1.0	18	.1
OTHER	13	520	4	90			3	157	65	20	9.5	832	3.4
TOTAL	134	13099	50	7520	2	254	24	2282	1680	210	100.0	24835	100.0

TABLE 32

PAYMENT FOR UNUSED SICK LEAVE ON TERMINATION OF EMPLOYMENT UNDER ONTARIO
MUNICIPAL AGREEMENTS

PER CENT OF UNUSED ALLOWANCE PAID	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE AND OFFICE EMPLOYEES			T O T A L			
	AGTS.	EMPL- OYEES	AGTS.	EMPL- OYEES	AGTS.	EMPL- OYEES	AGTS.	NON- OFF.	OFF.	AGTS. NO.	PER CENT	EMPLS NO.	PER CENT
NO PAID SICK LEAVE PLAN	6	62	1	3						7	3.3	65	.3
PLANS NOT SPECIFYING PAYMENT FOR UNUSED ALLOWANCE	27	1602	7	797			4	171	37	38	18.1	2607	10.5
PER CENT OF UNUSED ALLOWANCE PAID FOR UNDER PLANS SPECIFYING PAYMENT													
25.0 PER CENT	1	21	1	12						2	1.0	33	.1
33.3 PER CENT	1	13								1	.5	13	.1
50.0 PER CENT	78	9825	34	5956	2	254	13	1871	1561	127	60.5	19467	78.4
55.0 PER CENT							1	30	4	1	.5	34	.1
66.6 PER CENT							1	9	5	1	.5	14	.1
100.0 PER CENT	3	21								3	1.4	21	.1
VARIES WITH LENGTH OF SERVICE	8	1122	3	577			1	19	3	12	5.7	1721	6.9
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES							1	25	5	1	.5	30	.1
OTHER	10	453	4	175			3	157	65	17	8.1	830	3.3
TOTAL	134	13099	50	7520	2	254	24	2282	1680	210	100.0	24835	100.0

TABLE 33
 MAXIMUM DAYS OF UNUSED SICK LEAVE PAID FOR ON TERMINATION OF EMPLOYMENT UNDER ONTARIO
 MUNICIPAL AGREEMENTS

MAXIMUM DAYS PAID FOR	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE AND OFFICE EMPLOYEES			T O T A L			
	AGTS.	EMPL- OYES	AGTS.	EMPL- OYES	AGTS.	EMPL- OYES	AGTS.	NON- OFF.	OFF.	AGTS. NO.	PER CENT	EMPLS NO.	PER CENT
NO PAID SICK LEAVE PLAN	6	62	1	3						7	3.3	65	.3
PLANS NOT SPECIFYING PAYMENT FOR UNUSED ALLOWANCE	27	1602	7	797			4	171	37	38	18.1	2607	10.5
90 DAYS	4	90	1	12						5	2.4	102	.4
120 DAYS	3	183								3	1.4	183	.7
130 DAYS	1	66			1	64	1	600	600	3	1.4	1330	5.4
150 DAYS	2	14	1	4						3	1.4	18	.1
180 DAYS	51	3468	22	1275	1	190	10	1220	938	64	40.0	7091	28.6
225 DAYS	1	22	1	7						2	1.0	29	.1
230 DAYS							1	51	22	1	.5	73	.3
240 DAYS	1	31								1	.5	31	.1
VARIES WITH LENGTH OF SERVICE	12	6780	9	5218			1	19	3	22	10.5	12020	48.4
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES			1	6			1	25	5	2	1.0	36	.1
MAXIMUM DAYS NOT SPECIFIED	16	348	4	126			3	39	10	23	11.0	523	2.1
OTHER	10	433	3	72			3	157	65	16	7.6	727	2.9
TOTAL	134	13099	50	7520	2	254	24	2282	1680	219	100.0	24835	100.0

TABLE 34
PAYMENT FOR UNUSED SICK LEAVE ON RETIREMENT UNDER ONTARIO
MUNICIPAL AGREEMENTS

PER CENT OF UNUSED ALLOWANCE PAID	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE AND OFFICE EMPLOYEES			T O T A L			
	AGTS.	EMPL- OYEE	AGTS.	EMPL- OYEE	AGTS.	EMPL- OYEE	AGTS.	NON- OFF.	OFF.	AGTS. NO.	PER CENT	EMPLS NO.	PER CENT
NO PAID SICK LEAVE PLAN	6	62	1	3						7	3.3	65	.3
PLANS NOT SPECIFYING PAYMENT FOR UNUSED ALLOWANCE	44	1615	10	621			6	140	41	60	28.6	2417	9.7
PER CENT OF UNUSED ALLOWANCE PAID FOR UNDER PLANS SPECIFYING PAYMENT													
33.3 PER CENT	1	7								1	.5	7	.0
50.0 PER CENT	51	6509	29	4134			9	622	459	89	42.4	11724	47.2
55.0 PER CENT							1	30	4	1	.5	34	.1
66.6 PER CENT							1	9	5	1	.5	14	.1
75.0 PER CENT	1	22	1	7						2	1.0	29	.1
100.0 PER CENT	13	3254	4	2110	2	254	4	1324	1106	23	11.0	8048	32.4
VARIES WITH LENGTH OF SERVICE	7	1195	2	573						9	4.3	1768	7.1
PER CENT NOT SPECIFIED	1	2								1	.5	2	.0
OTHER	10	433	3	72			3	157	65	16	7.6	727	2.9
TOTAL	134	13099	50	7520	2	254	24	2282	1680	210	100.0	24835	100.0

TABLE 35

MAXIMUM DAYS OF UNUSED SICK LEAVE PAID FOR ON RETIREMENT UNDER ONTARIO
MUNICIPAL AGREEMENTS

MAXIMUM DAYS PAID FOR	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE AND OFFICE EMPLOYEES			T O T A L			
	AGTS. NO.	EMPL- YEES	AGTS. NO.	EMPL- YEES	AGTS. NO.	EMPL- YEES	NON- AGTS. OFF.	OFF.	AGTS. NO.	PER CENT	EMPLS NO.	PER CENT	
NO PAID SICK LEAVE PLAN	6	62	1	3					7	3.3	65	.3	
PLANS NOT SPECIFYING PAYMENT FOR UNUSED ALLOWANCE	44	1615	10	621			5	140	41	60	28.6	2417	9.7
100 DAYS	1	23							1	.5	23	.1	
120 DAYS	2	170							2	1.0	170	.7	
130 DAYS	2	108	1	24	1	64	1	600	600	5	2.4	1396	5.6
150 DAYS			1	4					1	.5	4	.0	
180 DAYS	44	4629	22	1916	1	190	4	1230	938	76	36.2	8903	35.8
240 DAYS	1	31							1	.5	31	.1	
VARIES WITH LENGTH OF SERVICE	11	5717	7	4784					18	8.6	10561	42.3	
MAXIMUM DAYS NOT SPECIFIED	13	311	5	96			5	155	36	23	11.0	598	2.4
OTHER	10	453	3	72			3	157	65	16	7.6	727	2.9
TOTAL	134	13099	50	7520	2	254	24	2262	1680	219	100.0	24835	100.0

TABLE 36
 PAYMENT FOR UNUSED SICK LEAVE ON DEATH UNDER ONTARIO
 MUNICIPAL AGREEMENTS

PER CENT OF UNUSED ALLOWANCE PAID	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE AND OFFICE EMPLOYEES		T O T A L				
	AGTS.	EMPL- OYEES	AGTS.	EMPL- OYEES	AGTS.	EMPL- OYEES	AGTS.	NON- OFF.	OFF.	AGTS. NO.	PER CENT	EMPLS NO.	PER CENT
NO PAID SICK LEAVE PLAN	6	62	1	3						7	3.3	65	.3
PLANS NOT SPECIFYING PAYMENT FOR UNUSED ALLOWANCE	39	1633	11	833			6	114	24	56	26.7	2604	10.5
PER CENT OF UNUSED ALLOWANCE PAID FOR UNDER PLANS SPECIFYING PAYMENT													
33.3 PER CENT		1		7						1	.5	7	.0
50.0 PER CENT	49	6353	22	2057	2	254	7	556	462	80	38.1	9682	39.0
66.6 PER CENT							1	9	5	1	.5	14	.1
75.0 PER CENT	1	22	1	7						2	1.0	29	.1
100.0 PER CENT	22	3505	10	3978			7	1446	1124	39	18.6	10053	40.5
VARIES WITH LENGTH OF SERVICE	6	1084	2	570						8	3.8	1654	6.7
OTHER	10	433	3	72			3	157	65	16	7.6	727	2.9
TOTAL	134	13099	50	7520	2	254	24	2282	1680	210	100.0	24835	100.0

TABLE 37

MAXIMUM DAYS OF UNUSED SICK LEAVE PAID FOR ON DEATH UNDER DISTRICT
ORIGINAL AGREEMENTS

MAXIMUM DAYS PAID FOR	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE AND OFFICE EMPLOYEES			TOTAL EMPLOYEES			
	AGTS.	EMPL- YEES	AGTS.	EMPL- YEES	AGTS.	EMPL- YEES	AGTS.	NON- OFF.	OFF.	AGTS.	PER CENT	EMPL.	PER CENT
NO PAID SICK LEAVE PLAN	6	62	1	3						7	3.3	65	3.3
PLANS NOT SPECIFYING PAYMENT FOR UNUSED ALLOWANCE	39	1633	11	353			6	114	24	56	26.7	2504	10.5
90 DAYS	2	54								2	1.0	54	.2
100 DAYS	1	23								1	.5	23	.1
120 DAYS	2	170								2	1.0	17	.7
130 DAYS	2	106	1	24			1	600	800	4	1.9	1332	5.4
150 DAYS			1	4						1	.5	4	.2
180 DAYS	44	4629	22	1759	1	190	7	1175	929	74	35.2	8682	35.0
230 DAYS							1	51	22	1	.5	73	.3
VARIES WITH LENGTH OF SERVICE	10	5555	6	4720						16	7.6	10275	41.4
MAXIMUM DAYS NOT SPECIFIED	18	432	5	105	1	64	6	185	40	30	14.3	826	3.3
OTHER	10	434	3	72			3	157	65	16	7.6	727	2.9
TOTAL	134	13099	50	1520	2	254	24	2262	1680	211	100.0	24835	100.0

TABLE 38
PAID HOLIDAYS UNDER ONTARIO
MUNICIPAL AGREEMENTS

ANNUAL ALLOWANCE	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE AND OFFICE EMPLOYEES			T O T A L			
	AGTS.	EMPL- OYEES	AGTS.	EMPL- OYEES	AGTS.	EMPL- OYEES	AGTS.	NON- OFF.	OFF.	AGTS. NO.	PER CENT	EMPLS NO.	PER CENT
8 FULL HOLIDAYS	1	23	1	54						2	1.0	77	.3
9 FULL HOLIDAYS	10	250								10	4.8	250	1.0
9 FULL HOLIDAYS PLUS 2 HALF HOLIDAYS	4	87								4	1.9	87	.4
10 FULL HOLIDAYS	22	470	5	219			2	128	42	29	13.8	859	3.5
10 FULL HOLIDAYS PLUS 1 HALF HOLIDAY	2	50	1	35						3	1.4	85	.3
10 FULL HOLIDAYS PLUS 2 HALF HOLIDAYS	12	152	3	49			5	137	26	20	9.5	364	1.5
10 FULL HOLIDAYS PLUS 3 HALF HOLIDAYS							1	46	39	1	.5	85	.3
11 FULL HOLIDAYS	58	9623	28	6192	2	254	9	1422	1160	97	46.2	18651	75.1
11 FULL HOLIDAYS PLUS 1 HALF HOLIDAY	8	641	5	289			1	257	68	14	6.7	1255	5.1
11 FULL HOLIDAYS PLUS 2 HALF HOLIDAYS	9	1047	3	418			3	55	10	15	7.1	1530	6.2
12 FULL HOLIDAYS	4	412	2	18			2	189	326	8	3.8	945	3.8
12 FULL HOLIDAYS PLUS 1 HALF HOLIDAY	2	305	1	3						3	1.4	308	1.2
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	26					1	48	9	2	1.0	83	.3
CHANGES DURING TERM OF AGREEMENT	1	13	1	243						2	1.0	256	1.0
TOTAL	134	13099	50	7920	2	254	24	2282	1680	210	100.0	24835	100.0

TABLE 39
SERVICE REQUIREMENTS FOR HOLIDAY PAY UNDER UNITARIO
MUNICIPAL AGREEMENTS

PERIOD OF SERVICE	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE AND OFFICE EMPLOYEES			TOTAL			
	AGTS.	EMPL- OYES	AGTS.	EMPL- OYES	AGTS.	EMPL- OYES	AGTS.	OFF.	OFF.	AGTS.	PER CENT	EMPLS	PER CENT
NO PROVISION	80	9280	36	5765	2	254	9	142	40	127	60.5	15481	62.3
30 CALENDAR DAYS	8	1861	3	783			4	254	364	15	7.1	3242	13.1
60 CALENDAR DAYS	3	390	1	115						4	1.9	505	2.0
90 CALENDAR DAYS	9	520	3	42						12	5.7	562	2.3
30 WORKING DAYS							1	23	7	1	.5	30	.1
45 WORKING DAYS	1	56								1	.5	56	.2
60 WORKING DAYS	4	185								4	1.9	185	.7
65 WORKING DAYS	3	60	1	303						4	1.9	363	1.5
90 WORKING DAYS	2	22								2	1.0	22	.1
1 MONTHS	2	9					1	69	11	3	1.4	69	.4
3 MONTHS	11	507	3	343			2	308	90	16	7.6	1248	5.0
5 MONTHS	1	63								1	.5	63	.3
6 MONTHS	7	101	3	169			3	164	62	13	6.2	496	2.0
12 MONTHS							1	24	8	1	.5	32	.1
OTHER	3	45					3	1318	1098	6	2.9	2461	9.9
TOTAL	134	13099	50	7520	2	254	24	2262	1080	210	100.0	24835	100.0

TABLE 40
WORK REQUIREMENTS FOR HOLIDAY PAY UNDER ONTARIO
MUNICIPAL AGREEMENTS

WORK REQUIREMENT	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE AND OFFICE EMPLOYEES			T O T A L			
	AGTS, NO.	EMPL- OYEEES	AGTS, NO.	EMPL- OYEEES	AGTS, NO.	EMPL- OYEEES	AGTS, NO.	NON- OFF.	OFF.	AGTS, NO.	PER CENT	EMPL NO.	PER CENT
NO PROVISION	33	5287	20	5025	1	64	7	225	58	61	29.0	10659	42.9
DAY BEFORE AND AFTER HOLIDAY	77	4952	20	1633			13	1061	1019	110	52.4	8665	34.9
DURING HOLIDAY WEEK OR OTHER PERIOD					1	190				1	.5	190	.8
DAY BEFORE AND AFTER HOLIDAY PLUS WORK ON HOLIDAY IF SCHEDULED	9	1273	3	643			2	69	46	14	6.7	2031	8.2
DAY BEFORE AND AFTER HOLIDAY PLUS WORK DURING HOLIDAY WEEK OR OTHER PERIOD	6	847	2	16			1	670	489	9	4.3	2022	8.1
DURING HOL WEEK OR OTHER PD, DAY BEFORE AND AFTER HOL + WORK ON HOL IF SCHD	9	740	5	203			1	257	68	15	7.1	1268	5.1
TOTAL	134	13099	50	7520	2	254	24	2282	1680	210	100.0	24833	100.0

TABLE 41
COMPENSATION FOR HOLIDAYS FALLING ON SATURDAY UNDER ONTARIO
MUNICIPAL AGREEMENTS

AMOUNT OF COMPENSATION	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE AND OFFICE : EMPLOYEES			T O T A L			
	EMPL= AGTS. OYEES		EMPL= AGTS. OYEES		EMPL= AGTS. OYEES		NON= AGTS. OFF.		OFF.	AGTS. NO.	PER CENT	EMPLS NO.	PER CENT
NO PROVISION	65	3633	18	1234			7	243	83	90	42.9	5193	20.9
PRECEDING FRIDAY OFF WITH PAY	4	65					1	51	22	5	2.4	138	.6
FOLLOWING MONDAY OFF WITH PAY	8	79			2	254	5	1367	1110	15	7.1	2810	11.3
PRECEDING FRIDAY OR FOLLOWING MONDAY OFF WITH PAY	29	6757	16	5009			2	51	40	47	22.4	11857	47.7
ANOTHER DAY OFF WITH PAY	10	713	7	253			2	76	13	19	9.0	1055	4.2
ANOTHER DAY OFF OR EXTRA DAYS PAY	4	288	1	115			1	257	68	6	2.9	728	2.9
PRECEDING FRIDAY OR ANOTHER DAY OFF WITH PAY	1	300	1	243						2	1.0	543	2.2
FOLLOWING MONDAY OR ANOTHER DAY OFF WITH PAY	7	538	4	244			5	212	339	16	7.6	1333	5.4
PRECEDING FRIDAY OR FOLLOWING MONDAY OR ANOTHER DAY OFF WITH PAY	4	668	2	382						6	2.9	1050	4.2
PRECEDING FRIDAY OR FOLLOWING MONDAY OFF WITH PAY OR EXTRA DAYS PAY	2	58	1	40						3	1.4	98	.4
OTHER							1	25	5	1	.5	30	.1
TOTAL	134	13099	50	7520	2	254	24	2282	1680	210	100.0	24835	100.0

TABLE 42

COMPENSATION FOR HOLIDAYS FALLING ON SUNDAY UNDER ONTARIO
MUNICIPAL AGREEMENTS

AMOUNT OF COMPENSATION	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE AND OFFICE EMPLOYEES			T O T A L			
	AGTS.	EMPL- YEES	AGTS.	EMPL- YEES	AGTS.	EMPL- YEES	AGTS.	NON- OFF.	OFF.	AGTS.	PER CENT	EMPLS NO.	PER CENT
NO PROVISION	55	7851	16	1225				5	190	52		76	36.2
FOLLOWING MONDAY OFF WITH PAY	14	842	2	19	2	254	9	1637	1482			4318	17.4
PRECEDING FRIDAY OR FOLLOWING MONDAY OFF WITH PAY	29	6757	15	4996			2	51	40			4234	17.0
ANOTHER DAY OFF WITH PAY	16	767	6	256			3	99	20			11844	47.7
EXTRA DAYS PAY	1	20										20	.1
ANOTHER DAY OFF OR EXTRA DAYS PAY	4	293	1	115			1	257	65			728	2.9
FOLLOWING MONDAY OR ANOTHER DAY OFF WITH PAY	9	848	5	487			4	48	18			1401	5.6
PRECEDING FRIDAY OR FOLLOWING MONDAY OR ANOTHER DAY OFF WITH PAY	4	668	2	382								1050	4.2
PRECEDING FRIDAY OR FOLLOWING MONDAY OFF WITH PAY OR EXTRA DAYS PAY	2	58	1	40								98	.4
TOTAL	134	13099	50	7520	2	254	24	2282	1680			24835	100.0

TABLE 43
 COMPENSATION FOR HOLIDAYS FALLING ON SCHEDULED DAYS OFF UNDER ONTARIO
 MUNICIPAL AGREEMENTS

AMOUNT OF COMPENSATION	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE AND OFFICE EMPLOYEES			T O T A L			
	EMPL- AGTS. OYEEs		EMPL- AGTS. OYEEs		EMPL- AGTS. OYEEs		NON- AGTS. OFF.		OFF.	AGTS. NO.	PER CENT	EMPLS NO.	PER CENT
NO PROVISION	107	8938	41	5859	2	254	17	776	251	167	79.5	16078	64.7
EXTRA DAY OFF WITH PAY	16	1663	5	805			4	72	19	25	11.9	2559	10.3
EXTRA DAYS PAY	7	2301	2	306			3	1434	1410	12	5.7	5451	21.9
EXTRA DAY OFF OR EXTRA DAYS PAY	4	197	2	550						6	2.9	747	3.0
TOTAL	134	13099	50	7520	2	254	24	2282	1680	210	100.0	24835	100.0

TABLE 44
COMPENSATION FOR HOLIDAYS FALLING WITHIN VACATION PERIODS UNDER ONTARIO
MUNICIPAL AGREEMENTS

AMOUNT OF COMPENSATION	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE AND OFFICE EMPLOYEES			T O T A L			
	EMPL= AGTS. OYEEES		EMPL= AGTS. OYEEES		EMPL= AGTS. OYEEES		NON= AGTS. OFF.		OFF.	AGTS. PER NO. CENT		EMPLS PER NO. CENT	
NO PROVISION	31	3141	11	2535	2	254	3	1300	1093	47	22.4	8323	33.5
EXTRA DAY VACATION WITH PAY	84	8405	30	4385			18	646	506	132	62.9	13942	56.1
EXTRA DAYS PAY	4	314					1	69	11	5	2.4	394	1.6
EXTRA DAY VACATION WITH PAY OR EXTRA DAYS PAY	15	1239	9	600			2	267	70	26	12.4	2176	8.8
TOTAL	134	13099	50	7520	2	254	24	2282	1680	210	100.0	24835	100.0

TABLE 45
COMPENSATION FOR WORK ON PAID HOLIDAYS UNDER ONTARIO
MUNICIPAL AGREEMENTS

AMOUNT OF COMPENSATION	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE AND OFFICE EMPLOYEES			T O T A L			
	AGTS.	EMPL- OYEE	AGTS.	EMPL- OYEE	AGTS.	EMPL- OYEE	AGTS.	NON- OFF.	OFF.	NO.	PER CENT	NO.	PER CENT
NO PROVISION	1	2	8	630	2	254				11	5.2	886	3.6
STRAIGHT TIME PLUS HOLIDAY PAY	4	74	1	6						5	2.4	80	.3
TIME AND ONE-HALF PLUS HOLIDAY PAY	68	7122	24	2831			17	1794	1551	109	51.9	13298	53.5
DOUBLE TIME PLUS HOLIDAY PAY	42	2948	6	583			4	296	81	52	24.8	3908	15.7
DOUBLE TIME AND ONE-HALF PLUS HOLIDAY PAY	1	13								1	.5	13	.1
TIME AND ONE-HALF, PLUS ANOTHER DAY OFF WITH PAY	2	2007	3	526						5	2.4	2533	10.2
TIME AND ONE-HALF PLUS HOLIDAY PAY OR ANOTHER DAY OFF WITH PAY	1	42								1	.5	42	.2
DOUBLE TIME PLUS HOLIDAY PAY OR ANOTHER DAY OFF WITH PAY	2	250	1	115						3	1.4	365	1.5
TIME AND ONE-HALF OR EQUIVALENT TIME OFF PLUS HOLIDAY PAY			1	303						1	.5	303	1.2
DOUBLE TIME OR DOUBLE TIME OFF PLUS HOLIDAY PAY			3	73						3	1.4	73	.3
PAY VARIES WITH NUMBER OF HOURS WORKED OR FOR DIFFERENT HOLIDAYS	11	509	1	10			2	173	45	14	6.7	737	3.0
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	98	1	509			1	19	3	3	1.4	629	2.5
OTHER	1	34	1	1934						2	1.0	1968	7.9
TOTAL	134	13199	50	7520	2	254	24	2282	1680	210	100.0	24835	100.0

TABLE 46
 LENGTH OF SERVICE FOR TWO WEEKS PAID VACATION UNDER ONTARIO
 MUNICIPAL AGREEMENTS

LENGTH OF SERVICE	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE AND OFFICE EMPLOYEES			T O T A L			
	AGTS.	EMPL- OYEES	AGTS.	EMPL- OYEES	AGTS.	EMPL- OYEES	AGTS.	NON- OFF.	OFF.	AGTS. NO.	PER CENT	EMPLS NO.	PER CENT
NO PROVISION			1	54						1	.5	54	.2
SIX MONTHS, BUT LESS THAN ONE YEAR			2	67						2	1.0	67	.3
1 YEARS	125	12975	46	7396	2	254	23	2273	1678	196	93.3	24576	99.0
2 YEARS	8	112	1	3			1	9	2	10	4.8	126	.5
OTHER		1		12						1	.5	12	.0
TOTAL	134	13099	50	7520	2	254	24	2282	1680	210	100.0	24835	100.0

TABLE 47
LENGTH OF SERVICE FOR THREE WEEKS PAID VACATION UNDER ONTARIO
MUNICIPAL AGREEMENTS

LENGTH OF SERVICE	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE AND OFFICE: EMPLOYEES			T O T A L			
	AGTS.	EMPL- OYEES	AGTS.	EMPL- OYEES	AGTS.	EMPL- OYEES	AGTS.	NON- OFF.	OFF.	AGTS. NO.	PER CENT	EMPLS NO.	PER CENT
1 YEARS			1	7						1	.5	7	.0
3 YEARS	1	5	1	7			1	30	4	3	1.4	46	.2
4 YEARS	4	552	3	286			1	5	1	8	3.8	844	3.4
5 YEARS	94	10961	36	2869	2	254	14	2008	1603	146	69.5	17695	71.3
6 YEARS	7	82	1	6			1	23	3	9	4.3	114	.5
7 YEARS	16	1331	4	616			2	54	32	22	10.5	2033	8.2
8 YEARS	3	20	1	4			3	108	25	7	3.3	157	.6
9 YEARS	1	30								1	.5	30	.1
10 YEARS	5	56								5	2.4	56	.2
15 YEARS	1	8	1	54						2	1.0	62	.2
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES			2	3671						2	1.0	3671	14.8
CHANGES DURING TERM OF AGREEMENT	1	42					2	54	12	3	1.4	108	.4
OTHER	1	12								1	.5	12	.0
TOTAL	134	13099	50	7520	2	254	24	2282	1680	210	100.0	24835	100.0

TABLE 48
 LENGTH OF SERVICE FOR FOUR WEEKS PAID VACATION UNDER ONTARIO
 MUNICIPAL AGREEMENTS

LENGTH OF SERVICE	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE AND OFFICE EMPLOYEES			T O T A L			
	AGTS.	EMPL- OYEES	AGTS.	EMPL- OYEES	AGTS.	EMPL- OYEES	AGTS.	NON- OFF.	OFF.	AGTS. NO.	PER CENT	EMPLS NO.	PER CENT
NO PROVISION	5	64	1	7						6	2.9	71	.3
9 YEARS	1	310	1	113						2	1.0	423	1.7
10 YEARS	6	247	2	136			4	114	35	12	5.7	532	2.1
12 YEARS	4	211	3	170			1	9	5	8	3.8	395	1.6
13 YEARS	6	429	1	6			2	170	324	9	4.3	929	3.7
14 YEARS	4	83	1	40	1	64	2	1270	1089	8	3.8	2546	10.3
15 YEARS	83	11185	35	6829	1	190	11	611	186	130	61.9	19001	76.5
16 YEARS	6	132	1	6			2	55	29	9	4.3	222	.9
17 YEARS	1	15								1	.5	15	.1
18 YEARS	3	136	1	60			2	53	12	6	2.9	261	1.1
19 YEARS	1	30								1	.5	30	.1
20 YEARS	10	134	2	38						12	5.7	172	.7
24 YEARS			1	54						1	.5	54	.2
25 YEARS	1	8								1	.5	8	.0
CHANGES DURING TERM OF AGREEMENT	3	115	1	61						4	1.9	176	.7
TOTAL	134	13099	50	7520	2	254	24	2282	1680	210	100.0	24835	100.0

TABLE 49
 LENGTH OF SERVICE FOR FIVE WEEKS PAID VACATION UNDER ONTARIO
 MUNICIPAL AGREEMENTS

LENGTH OF SERVICE	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE AND OFFICE EMPLOYEES			T O T A L			
	AGTS.	EMPL- OYEES	AGTS.	EMPL- OYEES	AGTS.	EMPL- OYEES	AGTS.	NON- OFF.	OFF.	AGTS. NO.	PER CENT	EMPLS NO.	PER CENT
NO PROVISION	53	1385	19	513			5	171	70	77	36.7	2159	8.6
17 YEARS	1	9								1	.5	9	.0
19 YEARS	1	310	2	153			1	23	7	4	1.9	493	2.0
20 YEARS	13	528	4	270			4	148	63	21	10.0	1009	4.1
22 YEARS	4	409	1	10			1	164	321	6	2.9	904	3.6
23 YEARS	2	57	1	30						3	1.4	87	.4
24 YEARS	3	119					1	30	4	4	1.9	153	.6
25 YEARS	53	10216	23	6544	2	254	11	1740	1212	89	42.4	19966	80.4
26 YEARS	1	16								1	.5	16	.1
30 YEARS	1	8								1	.5	8	.0
CHANGES DURING TERM OF AGREEMENT	2	42					1	6	3	3	1.4	51	.2
TOTAL	134	13099	50	7520	2	254	24	2282	1680	210	100.0	24835	100.0

TABLE 50
 LENGTH OF SERVICE FOR SIX WEEKS PAID VACATION UNDER ONTARIO
 MUNICIPAL AGREEMENTS

LENGTH OF SERVICE	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE AND OFFICE : EMPLOYEES			T O T A L			
	EMPL= AGTS. OYEES		EMPL= AGTS. OYEES		EMPL= AGTS. OYEES		NON= AGTS. OFF.		OFF.	AGTS. NO.	PER CENT	EMPLS NO.	PER CENT
NO PROVISION	130	12649	48	7260	2	254	23	2273	1675	205	96.7	24111	97.1
25 YEARS	2	21	1	40			1	9	5	4	1.9	75	.3
30 YEARS	2	429	1	220						3	1.4	649	2.6
TOTAL	134	13099	50	7520	2	254	24	2282	1680	210	100.0	24835	100.0

SECTION 8

HEALTH, INSURANCE AND PENSIONS

TABLE 66
EMPLOYER CONTRIBUTIONS TO BASIC HOSPITAL MEDICAL AND SURGICAL INSURANCE PLANS UNDER
ONTARIO MUNICIPAL AGREEMENTS

PER CENT OF PREMIUMS CONTRIBUTED	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE AND OFFICE EMPLOYEES			T O T A L	
	AGTS.	EMPL- OYEES	AGTS.	EMPL- OYEES	AGTS.	EMPL- OYEES	AGTS.	NON- OFF.	OFF.	AGTS. PER CENT	EMPLS PER CENT
NO PROVISION	1	3								1	.5
50.0 PER CENT	2	14								2	1.0
60.0 PER CENT	1	23								1	.5
66.6 PER CENT	9	114	1	7			1	30	24	11	5.2
70.0 PER CENT	1	12	1	6						2	1.0
75.0 PER CENT	12	252	4	141			5	231	59	21	10.0
80.0 PER CENT	6	266	1	64						7	3.3
85.0 PER CENT	3	43	2	27			1	10	2	6	2.9
90.0 PER CENT	6	473	2	156						8	3.8
94.0 PER CENT							1	48	9	1	.5
100.0 PER CENT	89	11806	38	7079	2	254	13	1864	1552	142	67.6
CHANGES DURING TERM OF AGREEMENT	3	81	1	40			2	74	29	6	2.9
EMPLOYER CONTRIBUTES A FLAT SUM							1	25	5	1	.5
OTHER	1	12								1	.5
TOTAL	134	13099	50	7520	2	254	24	2262	1680	210	100.0

TABLE 52
EMPLOYER CONTRIBUTIONS TO LIFE INSURANCE PLANS UNDER ONTARIO
MUNICIPAL AGREEMENTS

PER CENT OF PREMIUMS CONTRIBUTED	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE AND OFFICE EMPLOYEES			T O T A L			
	AGTS.	EMPL- OYEES	AGTS.	EMPL- OYEES	AGTS.	EMPL- OYEES	AGTS.	NON- OFF.	OFF.	AGTS. NO.	PER CENT	EMPLS NO.	PER CENT
NO PROVISION	26	494	3	33			4	88	19	33	15.7	634	2.6
50.0 PER CENT	6	1238	5	843			1	24	8	12	5.7	2113	8.5
66.6 PER CENT	10	1370	5	713	2	254	3	1300	1113	20	9.5	4750	19.1
70.0 PER CENT	1	12	1	6						2	1.0	18	.1
75.0 PER CENT	7	215	3	45			5	171	53	15	7.1	484	1.9
80.0 PER CENT	6	393	2	195						8	3.8	588	2.4
85.0 PER CENT	1	15	1	24			1	48	9	3	1.4	96	.4
90.0 PER CENT	6	473	2	156						8	3.6	629	2.5
100.0 PER CENT	66	8244	27	5465			7	508	438	100	47.6	14655	59.0
CHANGES DURING TERM OF AGREEMENT	2	56	1	40			2	74	29	5	2.4	199	.8
NOT SPECIFIED	2	577					1	69	11	3	1.4	657	2.6
OTHER	1	12								1	.5	12	.0
TOTAL	134	13099	50	7520	2	254	24	2282	1680	210	100.0	24835	100.0

TABLE 53
AMOUNT OF BENEFITS PROVIDED IN LIFE INSURANCE PLANS UNDER ONTARIO
MUNICIPAL AGREEMENTS

AMOUNT OF BENEFIT	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE AND OFFICE EMPLOYEES			T O T A L	
	AGTS.	EMPL- GYEES	AGTS.	EMPL- GYEES	AGTS.	EMPL- GYEES	AGTS.	OFF.	OFF.	AGTS. PER CENT	EMPLS PER CENT
NO PROVISION	26	494	3	33			4	88	19	35	15.7
2,000 DOLLARS	4	3596	3	3745						7	3.3
3,000 DOLLARS	1	16								1	.5
4,000 DOLLARS	2	200								2	1.1
5,000 DOLLARS	13	350	3	45			2	37	6	17	8.6
6,000 DOLLARS	1	7	1	36						2	1.0
7,000 DOLLARS	1	30								1	.5
7,500 DOLLARS	1	11	2	54						3	1.4
8,000 DOLLARS	1	13	1	6						2	1.0
9,000 DOLLARS	1	167								1	.5
9,500 DOLLARS	1	142								1	.5
10,000 DOLLARS	12	259	3	70			3	37	10	18	8.6
12,000 DOLLARS	1	36								1	.5
20,000 DOLLARS	1	20	1	6						2	1.0
80,000 DOLLARS							1	69	11	1	.5
VARIABLE WITH INCOME	20	2445	15	1431	2	254	5	1602	1167	42	20.0
VARIABLE WITH INCOME AND ALSO BY SEX	1	500	2	434						3	1.4
VARIABLE FOR EMPLOYEES WITH DEPENDENTS AND THOSE WITHOUT	3	69	1	14						4	1.9
NOT SPECIFIED	40	4293	14	1585			9	449	447	63	30.0
OTHER	4	152	1	61						5	2.4
TOTAL	134	13099	50	7520	2	254	24	2202	1600	211	100.0

TABLE 54
EMPLOYER CONTRIBUTIONS TO ACCIDENTAL DEATH AND DISMEMBERMENT INSURANCE PLANS UNDER ONTARIO
MUNICIPAL AGREEMENTS

PER CENT OF PREMIUMS CONTRIBUTED	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE AND OFFICE EMPLOYEES			T O T A L			
	AGTS.	EMPL- OYEE	AGTS.	EMPL- OYEE	AGTS.	EMPL- OYEE	AGTS.	NON- OFF.	OFF.	AGTS. NO.	PER CENT	EMPLS NO.	PER CENT
NO PROVISION	111	12032	42	6949	2	254	21	2156	1655	176	83.8	23046	92.8
50.0 PER CENT	2	14								2	1.0	14	.1
66.6 PER CENT	2	32	1	14						3	1.4	46	.2
70.0 PER CENT	1	12	1	6						2	1.0	18	.1
75.0 PER CENT							1	9	5	1	.5	14	.1
80.0 PER CENT	1	9								1	.5	9	.0
85.0 PER CENT							1	48	9	1	.5	57	.2
90.0 PER CENT	2	190	1	123						3	1.4	313	1.3
100.0 PER CENT	14	803	5	428						19	9.0	1231	5.0
NOT SPECIFIED	1	7					1	69	11	2	1.0	87	.4
TOTAL	134	13099	50	7520	2	254	24	2282	1680	210	100.0	24835	100.0

TABLE 55

AMOUNT OF BENEFITS PROVIDED IN ACCIDENTAL DEATH AND DISMEMBERMENT INSURANCE PLANS UNDER OPTATIVE
MUNICIPAL AGREEMENTS

AMOUNT OF BENEFIT	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE AND OFFICE EMPLOYEES			TOTAL			
	AGTS.	EMPL- OYEES	AGTS.	EMPL- OYEES	AGTS.	EMPL- OYEES	AGTS.	OFF.	OFF.	AGTS.	PER CENT	EMPLS	PER CENT
NO PROVISION	111	12032	42	6949	2	254	21	2156	1655	170	85.6	25146	92.6
2,000 DOLLARS	1	9								1	.5	9	.0
3,000 DOLLARS	1	16								1	.5	16	.1
4,000 DOLLARS	1	184								1	.5	184	.7
5,000 DOLLARS	1	8								1	.5	8	.0
6,000 DOLLARS	1	7								1	.5	7	.0
7,500 DOLLARS	1	11								1	.5	11	.0
10,000 DOLLARS	4	58	1	10			1	9	5	6	2.9	82	.3
14,000 DOLLARS	1	30								1	.5	30	.1
16,000 DOLLARS			1	6						1	.5	6	.0
80,000 DOLLARS							1	69	11	1	.5	80	.3
VARIES WITH INCOME	6	608	4	487						10	4.8	1,095	4.4
VARIES FOR EMPLOYEES WITH DEPENDENTS AND THOSE WITHOUT	2	37	1	14						3	1.4	51	.2
NOT SPECIFIED	4	99	1	54			1	40	9	6	2.9	210	.8
TOTAL	134	13,099	50	7,520	2	254	24	2,282	1,680	211	100.0	24835	100.0

TABLE 56
PENSION PLANS UNDER ONTARIO
MUNICIPAL AGREEMENTS

FINANCING ARRANGEMENT	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE AND OFFICE EMPLOYEES			T O T A L			
	AGTS.	EMPL= DYES	AGTS.	EMPL= DYES	AGTS.	EMPL= DYES	AGTS.	NON= OFF.	OFF.	AGTS.	PER CENT	EMPLS NO.	PER CENT
NO PROVISION	30	1020	7	323				3	79	16		40	19.0
CONTRIBUTORY	91	11223	39	6841	2	254	20	2099	1630			152	72.4
FINANCING ARRANGEMENT NOT SPECIFIED	10	770	3	326				1	104	34		14	6.7
OTHER	3	86	1	50								4	1.9
TOTAL	134	13099	50	7520	2	254	24	2282	1680			210	100.0

P A R T . II

RATES OF PAY

TABLE 57

WAGE RATES FOR LABOURER AND CLERK-TYPIST UNDER
ONTARIO MUNICIPAL AGREEMENTS

Municipality, Union and Economic Region	Labourer				Clerk-Typist				Expiry Date of Agreement
	Effective Date	Minimum	Maximum	Pay Period	Effective Date	Minimum	Maximum	Pay Period	
<u>Eastern Ontario</u>		\$	\$			\$	\$		
Brockville City Corporation; and Public Employees 115 (Outside Employees)	Jan. 1, 73	-	3.16	Hrly.	-	-	-	-	Dec. 31, 73
Cornwall City Corporation; and Public Employees 234 (Outside Employees)	Oct. 1, 72	-	3.26	"	-	-	-	-	Mar. 31, 73
Cornwall City Corporation; and Office Employees 452 (Office Employees)	-	-	-	-	Apr. 1, 73	182.62	217.69	Bi-Wkly.	Sep. 30, 73
Deep River Town Corporation; and Public Employees 740 (Outside Employees)	Dec. 1, 72	-	3.17	Hrly.	-	-	-	-	May 31, 73
Deep River Town Corporation; and Public Employees 740 (Office Employees)	-	-	-	-	Jul. 1, 72	-	4,859.00	Yrly.	Jun. 30, 73
Hawkesbury Town Municipal Corporation; and Public Employees 1026 (Outside Employees and Office Employees)	Jan. 1, 73 Jul. 1, 73	- -	3.44 3.69	Hrly. "	Jan. 1, 73 Jul. 1, 73	- -	91.95 101.95	Wkly. "	Dec. 31, 73
Kingston City Corporation; and Public Employees 109 (Outside Employees)	Apr. 1, 72	-	3.50	"	-	-	-	-	Mar. 31, 73

TABLE 57 cont'd

Municipality, Union and Economic Region	Labourer				Clerk - Typist				Expiry Date of Agreement
	Effective Date	Minimum	Maximum	Pay Period	Effective Date	Minimum	Maximum	Pay Period	
<u>Eastern Ontario cont'd</u>		\$	\$			\$	\$		
Nepean Township Corporation; and Public Employees 1021 (Outside Employees)	Jan. 1, 73	-	3.72	Hrly.	-	-	-	-	Dec. 31, 73
Nepean Township Corporation; and Public Employees 1246 (Office Employees)	-	-	-	-	Jan. 1, 73	5,411.00	5,978.00	Yrly.	Dec. 31, 73
Ottawa City Corporation; and Public Employees 503 (Outside Employees)	Jan. 1, 73	3.65	3.91	"	-	-	-	-	Dec. 31, 73
Ottawa-Carleton Municipality; and Public Employees 503 (Outside Employees)	Jan. 1, 73	3.65	3.91	"	-	-	-	-	Dec. 31, 73
Pembroke City Corporation; and Public Employees 24 (Outside Employees)	Jan. 1, 73 Jan. 1, 74	- -	3.91 4.56	" "	- -	- -	- -	- -	Dec. 31, 74
Renfrew Town Municipal Corporation; and Public Employees 121 (Outside Employees)	Jul. 1, 72 Jan. 1, 73 Jan. 1, 74	- - -	3.30 3.75 4.20	" " "	- - -	- - -	- - -	- - -	Dec. 31, 74
Vanier City Corporation; and Public Employees 20 (Outside Employees)	Jan. 1, 72	-	3.52	"	-	-	-	-	Dec. 31, 72
Vanier City Corporation; and Public Employees 954 (Office Employees)	-	-	-	-	Jan. 1, 72	5,561.69	6,127.31	Yrly.	Dec. 31, 72

TABLE 57 cont'd

Municipality, Union and Economic Region	Labourer				Clerk - Typist				Expiry Date of Agreement
	Effective Date	Minimum	Maximum	Pay Period	Effective Date	Minimum	Maximum	Pay Period	
<u>Lake Ontario</u>		\$	\$			\$	\$		
Belleville City Corporation; and Public Employees 907 (Outside Employees)	Jan. 1, 72	-	3.95	Hrly.	-	-	-	-	Dec. 31, 73
Belleville City Corporation; and Public Employees 140 (Office Employees)	-	-	-	-	Jan. 1, 73	1.50	6.25 (X)	Yrly.	Dec. 31, 74
Bowmanville Town Municipal Corpor- ation; and Public Employees 74 (Outside Employees)	Mar. 1, 73	-	3.51	-	-	-	-	-	Feb. 28, 74
Cobourg Town Municipal Corporation; and Public Employees 25 (Outside Employees)	Feb. 2, 72	-	3.18	"	-	-	-	-	Jan. 31, 73
Dysart, Bruton, Clyde, Dudley, Guil- ford, Harburn, Harcourt, Havelock & Eyre Township Corporations; and Public Employees 142 (Outside Employees)	Jan. 1, 73	-	2.48	"	-	-	-	-	Dec. 31, 74
	Jan. 1, 74	-	3.13	"	-	-	-	-	-
Hastings County Corporation; and International Operating Engineers 793 (Outside Employees)	Feb. 1, 73	-	2.66	"	-	-	-	-	Mar. 30, 75
	Feb. 1, 74	-	2.87	"	-	-	-	-	-

TABLE 57 cont'd

Municipality, Union and Economic Region	Labourer				Clerk - Typist				Expiry Date of Agreement
	Effective Date	Minimum	Maximum	Pay Period	Effective Date	Minimum	Maximum	Pay Period	
<u>Lake Ontario cont'd</u>		\$	\$			\$	\$		
Lindsay Town Corporation; and Public Employees 855 (Outside Employees)	Aug. 1, 72 Aug. 1, 73	- -	3.28 3.58	Hrly. "	- -	- -	- -	- -	Jul. 31, 74
Northumberland & Durham United Counties; and Public Employees 1203 (Outside Employees)	Apr. 1, 73	-	3.10	"	-	-	-	-	Sep. 30, 73
Peterborough City Corporation and Parks Management Board; and Public Employees 504 (Outside Employees)	Oct. 1, 72	-	3.76	"	-	-	-	-	Sep. 30, 73
Peterborough County Corporation; and Public Employees 1306 (Outside Employees)	Oct. 2, 72 Oct. 2, 73	- -	2.91 3.16	" "	- -	- -	- -	- -	Oct. 2, 74
Picton Town Corporation; and Public Employees 1255 (Outside Employees)	Jan. 1, 73	-	2.66	"	-	-	-	-	Dec. 31, 73
Port Hope Town Corporation; and Public Employees 749 (Outside Employees)	Feb. 1, 73 Feb. 1, 74	- -	3.45 3.70	" "	- -	- -	- -	- -	Jan. 31, 75
Trenton Town Corporation; and Public Employees 799 (Outside Employees)	Jan. 1, 73	-	3.47	"	-	-	-	-	Dec. 31, 73
Trenton Town Corporation; and Public Employees 799 (Office Employees)	-	-	-	-	Jan. 1, 73	-	6,267.80	Yrly.	Dec. 31, 73

TABLE 57 cont'd

Municipality, Union and Economic Region	Labourer				Clerk - Typist				Expiry Date of Agreement
	Effective Date	Minimum	Maximum	Pay Period	Effective Date	Minimum	Maximum	Pay Period	
<u>Lake Ontario cont'd</u>		\$	\$			\$	\$		
Victoria County Corporation; and Public Employees 1167 (Outside Employees)	Feb. 28, 73 Feb. 28, 74	- -	2.99 3.24	Hrly. "	- -	- -	- -	- -	Feb. 28, 75
<u>Central Ontario</u>									
Acton Town Corporation; and Public Employees 73 (Outside Employees)	Jan. 1, 73 Jan. 1, 74	- -	3.21 3.51	" "	- -	- -	- -	- -	Dec. 31, 74
Ajax Town Corporation; and Public Employees 54 (Outside Employees)	Mar. 16, 73 Mar. 16, 74	- -	3.95 4.23	" "	- -	- -	- -	- -	Mar. 15, 75
Aurora Town Corporation; and Public Employees 1359 (Outside Employees)	Apr. 1, 72 Apr. 1, 73	- -	3.45 3.70	" "	- -	- -	- -	- -	Mar. 31, 74
Brampton Town Municipality; and Public Employees 831 (Outside Employees)	Jan. 1, 73 Jan. 1, 74	- -	3.75 4.07	" "	- -	- -	- -	- -	Oct. 31, 74
Burlington Town Corporation (Works Division); and Public Employees 44 (Office Employees)	Feb. 1, 72	-	3.61	"	-	-	-	-	Jan. 31, 73

TABLE 57 cont'd

Municipality, Union and Economic Region	Labourer				Clerk - Typist				Expiry Date of Agreement
	Effective Date	Minimum	Maximum	Pay Period	Effective Date	Minimum	Maximum	Pay Period	
<u>Central Ontario cont'd</u>		\$	\$			\$	\$		
Burlington Town Corporation (Department of Recreational Services); and Public Employees 44 (Office Employees)	Feb. 1, 72	-	3.61	Hrly.	-	-	-	-	Jan. 31, 73
Burlington Town Corporation; and Public Employees 44 (Office Employees)	-	-	-	-	Jun. 6, 72	4,974.00	5,760.00	Yrly.	Jun. 5, 73
East York Borough Corporation; and Public Employees 114 (Outside Employees)	Jan. 1, 73	-	4.20	Hrly.	-	-	-	-	Dec. 31, 73
East York Borough Corporation; and Public Employees 114 (Office Employees)	-	-	-	-	Jan. 1, 73	110.16	120.54	Wkly.	Dec. 31, 73
Etobicoke Borough Corporation; and Public Employees 185 (Outside Employees)	Jan. 1, 73	-	4.14	Hrly.	-	-	-	-	Dec. 31, 73
Georgetown Town Corporation; and Public Employees 73 (Outside Employees)	Apr. 1, 73	-	3.61	"	-	-	-	-	Mar. 31, 74

TABLE 57 cont'd

Municipality, Union and Economic Region	Labourer				Clerk - Typist				Expiry Date of Agreement
	Effective Date	Minimum	Maximum	Pay Period	Effective Date	Minimum	Maximum	Pay Period	
<u>Central Ontario cont'd</u>		\$	\$			\$	\$		
Markham Town Corporation; and Public Employees 1219 (Outside Employees)	Jan. 1, 73	-	3.75	Hrly.	-	-	-	-	Jun. 30, 73
Mississauga Town Corporation; and Public Employees 66 (Outside Employees)	Mar. 1, 73	-	3.95	"	-	-	-	-	Sep. 1, 73
North York Borough Corporation; and Public Employees 94 (Outside Employees)	Jan. 1, 73	-	4.10	"	-	-	-	-	Dec. 31, 73
North York Borough Corporation; and Public Employees 373 (Office Employees)	-	-	-	-	Jan. 1, 73	118.92	135.57	Wkly.	Dec. 31, 73
Oakville Town Corporation; and Public Employees 136 (Outside Employees)	Feb. 15, 73 Feb. 15, 74	- -	3.96 4.24	Hrly. "	- -	- -	- -	- -	Feb. 15, 75
Oshawa City Corporation; and Public Employees 250 (Outside Employees)	Apr. 1, 73	4.29	4.43	"	-	-	-	-	Mar. 31, 74
Oshawa City Corporation; and Public Employees 251 (Office Employees)	- -	- -	- -	- -	Nov. 1, 72 Nov. 1, 73	6,157.00 6,526.00	6,823.00 7,232.00	Yrly. "	Oct. 31, 74

TABLE 57 cont'd

Municipality, Union and Economic Region	1972-73				1973-74				Expiry Date of Agreement
	Effective Date	Minimum	Maximum	Pay Period	Effective Date	Minimum	Maximum	Pay Period	
<u>Central Ontario cont'd</u>		\$	\$			\$	\$		
Peel County Corporation; and Public Employees 1346 (Office Employees)	-	-	-	-	Jul. 1, 72	4,674.04	5,453.05	Yrly.	Feb. 28, 73
Peel County Corporation; and Public Employees 1346 (Outside Employees)	Jan. 1, 74 Jan. 1, 72	-	1,000 1,000	100%	-	-	-	-	Nov. 1, 74
Pickering Township Corporation; and Public Employees 119 (Outside and Office Employees)	Mar. 1, 73	-	3.86	"	Mar. 1, 73	-	5,078.41	Yrly.	Feb. 18, 74
Pickering Village Corporation; and Public Employees 119 (Outside Employees)	Oct. 1, 72	-	3.55	"	-	-	-	-	Sep. 30, 73
Port Credit Town Corporation (Works Department); and Electrical Workers (I.B.E.W.), 656 (Outside Employees)	Mar. 4, 73	-	4.05	"	-	-	-	-	Mar. 3, 74
Port Credit Town Corporation (Arena; and Electrical Workers (I.B.E.W.) 656 (Outside Employees)	Mar. 4, 73	-	3.71	"	-	-	-	-	Mar. 3, 74
Scarborough Borough Corporation; and Public Employees 568 (Outside Employees)	Jan. 1, 73	-	4.20	"	-	-	-	-	Dec. 31, 73

TABLE 57 cont'd

Municipality, Union and Economic Region	Labourer				Clerk - Typist				App. or Union in Agreement
	Effective Date	Minimum	Maximum	Pay Period	Effective Date	Minimum	Maximum	Pay Period	
<u>Central Ontario cont'd</u>		\$	\$			\$	\$		
Scarborough Borough Corporation; and Public Employees 545 (Office Employees)	- -	- -	- -	- -	Jun. 29, 72 Jan. 1, 73	5,998.00 6,330.00	6,777.00 7,154.00	Yrly. "	Dec. 31, 72 Dec. 31, 73
Toronto City Corporation; and Public Employees 43 (Outside Employees)	Jan. 1, 73	-	4.26	Hrly.	-	-	-	-	Dec. 31, 73
Toronto Metropolitan Municipality; and Public Employees 43 (Outside Employees)	Jan. 1, 73	-	4.26	"	-	-	-	-	Dec. 31, 73
Vaughan Town Corporation; and Public Employees 1090 (Outside Employees)	Feb. 1, 73 Aug. 1, 73	3.21 3.34	3.41 3.54	" "	- -	- -	- -	- -	Jan. 31, 74 Jan. 31, 74
Vaughan Town Corporation; and Public Employees 1090 (Office Employees)	- -	- -	- -	- -	Feb. 1, 73 Aug. 1, 73	5,353.84 5,546.77	5,907.69 6,120.58	Yrly. "	Jan. 31, 74 Jan. 31, 74
Whitby Town Corporation; and Public Employees 53 (Outside Employees)	Jan. 1, 73 Jan. 1, 74	- -	3.86 4.01	Hrly. "	- -	- -	- -	- -	Jan. 31, 74 Jan. 31, 74
York Borough Corporation; and Public Employees 10 (Outside Employees)	Jan. 1, 73	-	4.20	"	-	-	-	-	Dec. 31, 73
York Borough Corporation; and Public Employees 846 (Office Employees)	-	-	-	-	Jan. 1, 73	104.00	130.00	Wkly.	Dec. 31, 73

TABLE 57 cont'd

Municipality, Union and Economic Region	Labourer				Clerk - Typist				Expiry Date of Agreement
	Effective Date	Minimum	Maximum	Pay Period	Effective Date	Minimum	Maximum	Pay Period	
<u>Niagara Region</u>		\$	\$			\$	\$		
Brantford City Corporation; and Public Employees 181 (Outside Employees)	Jan. 1, 73 Jan. 1, 74	- -	3.69 3.91	Hrly. "	- -	- -	- -	- -	Dec. 31, 74
Brantford City Corporation; and Public Employees 181 (Office Employees)	- -	- -	- -	- -	Jan. 1, 73 Jan. 1, 74	3,931.00 4,167.00	4,818.00 5,107.00	Yrly. "	Dec. 31, 74
Dundas Town Corporation; and Public Employees 1006 (Outside Employees)	Jan. 1, 73	-	3.93	Hrly.	-	-	-	-	Dec. 31, 74
Fort Erie Town Corporation; and Public Employees 714 (Outside Employees)	Apr. 1, 72 Aug. 22, 72 Apr. 2, 73	- - -	3.56 3.62 3.87	" " "	- - -	- - -	- - -	- - -	Apr. 1, 74
Hamilton City Corporation; and Public Employees 5 (Outside Employees)	Feb. 1, 72	-	3.68	"	-	-	-	-	Jan. 31, 73
Hamilton City Corporation; and Public Employees 167 (Office Employees)	-	-	-	-	Feb. 1, 72	99.28	108.50	Wkly.	Jan. 31, 73
Niagara Falls City Corporation; and Public Employees 133 (Outside and Office Employees)	Jul. 1, 72	-	3.83	Hrly.	Jul. 1, 72	-	6,152.00	Yrly.	Dec. 31, 72

TABLE 57 cont'd

Municipality, Union and Economic Region	Labourer				Clerk - Typist				Expiry Date of Agreement
	Effective Date	Minimum	Maximum	Pay Period	Effective Date	Minimum	Maximum	Pay Period	
<u>Niagara Region cont'd</u>		\$	\$			\$	\$		
Niagara Regional Municipality (Roads Div.); and Public Employees 1287 (Outside Employees)	Jul. 1, 72	-	3.88	Hrly.	-	-	-	-	Dec. 31, 72
Niagara Regional Municipality (Water. Treatment & Pollution Control Div.); and Public Employees 1287 (Outside Employees)	Jul. 1, 72	-	3.88	"	-	-	-	-	Dec. 31, 72
Niagara Regional Municipality; and Public Employees 1287 (Office Employees)	-	-	-	"	Jul. 1, 72	-	6,135.00	Yrly.	Dec. 31, 72
Port Colborne City Corporation; and Public Employees 155 (Outside Employees)	Jan. 1, 73	-	3.82	"	-	-	-	-	Dec. 31, 73
Port Colborne City Corporation; and Public Employees 155 (Office Employees)	-	-	-	-	Jan. 1, 73	-	6,673.00	Yrly.	May 28, 73
Royal Botanical Gardens Board; and Public Employees 5 (Outside Employees)	Feb. 1, 72	-	3.68	Hrly.	-	-	-	-	Jan. 31, 73

TABLE 57 cont'd

Municipality, Union and Economic Region	Labourer				Clerk-Typist				Expiry Date of Agreement
	Effective Date	Minimum	Maximum	Pay Period	Effective Date	Minimum	Maximum	Pay Period	
<u>Niagara Region cont'd</u>		\$	\$			\$	\$		
St. Catharines City Corporation; and Public Employees 150 (Outside Employees)	Jan. 1, 73	-	3.91	Hrly.	-	-	-	-	Dec. 31, 73
St. Catharines City Corporation; and Public Employees 157 (Office Employees)	-	-	-	-	Jan. 1, 73	198.87	247.52	Bi-Wkly.	Dec. 31, 73
Saltfleet Township Corporation; and Public Employees 1220 (Outside and Office Employees)	May 1, 71	-	3.13	Hrly.	May 1, 71	3,697.92	4,160.16	-	May 6, 72
Thorold Town Corporation; and Public Employees 151 (Outside Employees)	Jan. 1, 73	-	3.91	"	-	-	-	-	Dec. 31, 73
Thorold Town Corporation; and Public Employees 151 (Office Employees)	-	-	-	-	May 1, 73 Jan. 1, 74	113.64 113.64	119.32 124.09	Wkly. "	Jul. 1, 74
Welland City Corporation; and Electrical Workers (U.E.) 517 (Outside Employees)	Jan. 1, 73	-	4.00	Hrly.	-	-	-	-	Jan. 1, 74
Welland Parks and Recreation Board; and Electrical Workers (U.E.) 517 (Outside Employees)	Jan. 1, 73	-	4.00	"	-	-	-	-	Jan. 1, 74

TABLE 57 cont'd

Municipality, Union and Economic Region	Labourer				Clerk - Typist				Expiry Date of Agreement
	Effective Date	Minimum	Maximum	Pay Period	Effective Date	Minimum	Maximum	Pay Period	
<u>Niagara Region cont'd</u>		\$	\$			\$	\$		
West Lincoln Township Corporation; and Public Employees 1007 (Outside Employees)	Sep. 1, 72	-	3.56	Hrly.	-	-	-	-	Aug. 31, 74
	Sep. 1, 73	-	3.84	"	-	-	-	-	
<u>Lake Erie</u>									
Caradoc Township Corporation; and Public Employees 107 (Outside Employees)	Jan. 1, 73	-	3.50	"	-	-	-	-	Dec. 31, 73
Ingersoll Town Corporation; and Public Employees 107 (Outside Employees)	Oct. 1, 72	-	3.35	"	-	-	-	-	Sep. 30, 73
London City Corporation; and Public Employees 107 (Outside Employees)	Jan. 1, 73	3.36	4.00	"	-	-	-	-	Dec. 31, 74
	Jan. 1, 74	3.36	4.29	"	-	-	-	-	
London City Corporation; and Public Employees 101 (Office Employees)	-	-	-	-	Jan. 1, 73	4,880.00	6,850.00	Yrly.	Dec. 31, 74
	-	-	-	-	Jan. 1, 74	4,880.00	7,530.00	"	
London Township Corporation; and Public Employees 107 (Outside Employees)	Jan. 1, 73	-	3.15	Hrly.	-	-	-	-	Dec. 31, 74
	Jan. 1, 74	-	3.40	"	-	-	-	-	

TABLE 57 cont'd

Municipality, Union and Economic Region	Labourer				Clerk - Typist				Expiry Date of Agreement
	Effective Date	Minimum	Maximum	Pay Period	Effective Date	Minimum	Maximum	Pay Period	
<u>Lake Erie cont'd</u>		\$	\$			\$	\$		
Middlesex County Corporation; and Public Employees 101 (Office Employees)	- - -	- - -	- - -	- - -	Jan. 1, 73 Sep. 1, 73 May 1, 74	4,306.00 4,565.00 4,838.00	5,565.00 5,899.00 6,253.00	Yrly. " "	Dec. 31, 74
North Dorchester Township Corporation; and Public Employees 107 (Outside Employees)	Jan. 1, 73 Jan. 1, 74	- -	3.20 3.45	Hrly. "	- -	- -	- -	- -	Dec. 31, 74
St. Thomas City Corporation; and Public Employees 35 (Outside Employees)	Oct. 16, 72 Oct. 16, 73	- -	3.40 3.60	" "	- -	- -	- -	- -	Oct. 15, 74
St. Thomas City Corporation; and Public Employees 841 (Office Employees)	-	-	-	-	Jan. 14, 73	5,150.60	5,569.20	Yrly.	Jan. 13, 74
Strathroy Town Corporation (Works Dept.); and Public Employees 107 (Office Employees)	Jan. 1, 73	-	3.51	Hrly.	-	-	-	-	Dec. 31, 73
Woodstock City Corporation; and Public Employees 240 (Outside Employees)	Jan. 1, 73	-	3.58	"	-	-	-	-	Dec. 31, 73

TABLE 57 cont'd

Municipality, Union and Economic Region	Labourer				Clerk-Typist				Expiry Date of Agreement
	Effective Date	Minimum	Maximum	Pay Period	Effective Date	Minimum	Maximum	Pay Period	
<u>Lake Erie cont'd</u>		\$	\$			\$	\$		
Woodstock City Corporation; and Public Employees 1146 (Office Employees)	-	-	-	-	Jan. 1, 73	90.00	112.00	Wkly.	Dec. 31, 73
<u>Lake St. Clair</u>									
Amherstburg Town Corporation; and Electrical Workers (I.B.E.W.) 911 (Outside Employees)	Jan. 1, 73 Jan. 1, 74	- -	4.04 4.29	Hrly. "	- -	- -	- -	- -	Dec. 31, 74
Chatham City Corporation; and Public Employees 12 (Outside Employees)	Jan. 1, 73 Jan. 1, 74	- -	3.75 3.95	" "	- -	- -	- -	- -	Dec. 31, 74
Essex County Corporation; and Team- sters 880 (Outside Employees)	Jul. 1, 72	-	3.90	"	-	-	-	-	Jun. 30, 73
Essex Town Corporation; and Public Employees 702 (Outside Employees)	May 1, 72	-	3.65	"	-	-	-	-	Apr. 30, 73
Forest Town Corporation; and Public Employees 14 (Outside Employees)	Jan. 1, 73	2.95	3.25	"	-	-	-	-	Dec. 31, 73
Kingsville Town Corporation; and Public Employees 528 (Outside Employees)	Apr. 1, 73 Apr. 1, 74	- -	3.99 4.19	Hrly. "	- -	- -	- -	- -	Mar. 31, 75

TABLE 57 cont'd

Municipality, Union and Economic Region	Labourer				Clerk - Typist				Expiry Date of Agreement
	Effective Date	Minimum	Maximum	Pay Period	Effective Date	Minimum	Maximum	Pay Period	
<u>Lake St. Clair cont'd</u>		\$	\$			\$	\$		
Leamington Town Corporation; and Public Employees 528 (Outside Employees)	Jan. 1, 72	-	3.65	Hrly.	-	-	-	-	Dec. 31, 72
Point Edward Village Corporation; and Public Employees 153 (Outside Employees)	Jan. 1, 73	-	3.55	"	-	-	-	-	Dec. 31, 74
	Jan. 1, 74	-	3.75	"	-	-	-	-	
Sandwich West Township Corporation; and Public Employees 701 (Outside Employees)	Jan. 1, 73	-	4.47	"	-	-	-	-	Dec. 31, 74
	Jan. 1, 74	-	4.69	"	-	-	-	-	
Sarnia City Corporation; and Public Employees 153 (Outside Employees)	Dec. 16, 72	-	3.71	"	-	-	-	-	Dec. 15, 74
	Dec. 15, 73	-	3.95	"	-	-	-	-	
Tecumseh Town Corporation; and Public Employees 702 (Outside Employees)	Jan. 1, 73	-	4.11	"	-	-	-	-	Dec. 31, 73
Wallaceburg Town Corporation; and Labourers 749 (Outside Employees)	Jan. 1, 73	-	3.40	"	-	-	-	-	Mar. 31, 75
	Jul. 1, 73	-	3.60	"	-	-	-	-	
	Jan. 1, 74	-	3.74	"	-	-	-	-	
	Jul. 1, 74	-	3.88	"	-	-	-	-	
Windsor City Corporation; and Public Employees 82 (Outside Employees)	Jan. 1, 72	-	4.05	"	-	-	-	-	May 31, 73

TABLE 57 cont'd

Municipality, Union and Economic Region	Labourer				Clerk - Typist				Expiry Date of Agreement
	Effective Date	Minimum	Maximum	Pay Period	Effective Date	Minimum	Maximum	Pay Period	
<u>Lake St. Clair cont'd</u>		\$	\$			\$	\$		
Windsor City Corporation; and Public Employees 534 (Office Employees)	-	-	-	-	Jan. 1, 72	217.46	250.83	Bi-Wkly.	Dec. 31, 72
<u>Midwestern Ontario</u>									
Cambridge City Corporation; and Public Employees 579 (Outside Employees)	Jun. 1, 73	-	3.75	Hrly.	-	-	-	-	May 31, 74
Fergus Town Corporation; and Public Employees 241 (Office Employees)	Feb. 1, 73 Mar. 1, 74	- -	3.24 3.47	" "	- -	- -	- -	- -	Feb. 28, 75
Galt City Corporation; and Public Employees 579 (Outside Employees)	Jun. 1, 73	-	3.74	"	-	-	-	-	May 31, 74
Guelph City Corporation (Works Dept. and Recreation and Parks Dept.); and Public Employees 241 (Outside Employees)	Feb. 1, 73 Feb. 1, 74	- -	3.85 4.07	" "	- -	- -	- -	- -	Jan. 31, 75
Guelph City Corporation; and Public Employees 973 (Office Employees)	-	-	-	-	Jan. 1, 73	-	92.83	Wkly.	Dec. 31, 73

TABLE 57 cont'd

Municipality, Union and Economic Region	Labourer				Clerk - Typist				Expiry Date of Agreement
	Effective Date	Minimum	Maximum	Pay Period	Effective Date	Minimum	Maximum	Pay Period	
<u>Midwestern Ontario cont'd</u>		\$	\$			\$	\$		
Kitchener City Parks & Recreation Commission; and Public Employees 1093 (Outside Employees)	Feb. 7, 73	-	3.83	Hrly.	-	-	-	-	Feb. 6, 74
Kitchener City Corporation; and Public Employees 68 (Outside Employees)	Feb. 7, 73	-	3.83	"	-	-	-	-	Feb. 6, 74
Kitchener City Corporation; and Public Employees 791 (Office Employees)	-	-	-	-	Jan. 1, 73	4,044.00	4,169.00	Yrly.	Dec. 31, 73
Preston Town Corporation; and Public Employees 32 (Outside Employees)	Mar. 1, 73	-	3.78	Hrly.	-	-	-	-	Feb. 28, 74
Stratford City Corporation; and Public Employees 197 (Outside Employees)	Jan. 1, 73	-	3.62	"	-	-	-	-	Dec. 31, 74
	Jan. 1, 74	-	3.91	"	-	-	-	-	
Waterloo City Corporation; and Public Employees 68 (Outside Employees)	Jan. 1, 73	-	3.81	"	-	-	-	-	Dec. 31, 73
<u>Georgian Bay</u>									
Alliston Town Corporation; and Public Employees 255 (Outside Employees)	Jan. 1, 73	-	2.80	"	-	-	-	-	Dec. 31, 74
	Jan. 1, 71	-	3.30	"	-	-	-	-	

TABLE 57 cont'd

Municipality, Union and Economic Region	Labourer				Clerk - Typist				Expiry Date of Agreement
	Effective Date	Minimum	Maximum	Pay Period	Effective Date	Minimum	Maximum	Pay Period	
<u>Georgian Bay cont'd</u>		\$	\$			\$	\$		
Collingwood Town Corporation; and Public Employees 1217 (Outside Employees)	May 15, 72	3.07	3.22	Hrly.	-	-	-	-	May 14, 73
Gravenhurst Town Corporation and Civil Service Association of Ontario (Inc.)	Feb. 1, 73	-	2.75	"	-	-	-	-	Feb. 1, 74
Huntsville Town Corporation; and Civil Service Association of Ontario (Inc.)	Jan. 1, 73	2.74	3.02	"	-	-	-	-	Dec. 31, 73
Midland Town Corporation; and Civil Service Association of Ontario (Outside Employees)	Apr. 1, 73	-	3.23	"	-	-	-	-	Mar. 31, 74
Muskoka Lakes Township Corporation; and Civil Service Association of Ontario (Inc.)	Jul. 4, 72 Jul. 4, 73	- -	2.77 2.91	" "	- -	- -	- -	- -	Jun. 30, 74
Nottawasaga Township Corporation; and Public Employees 1217 (Outside Employees)	Jul. 1, 72	-	2.60	"	-	-	-	-	Jun. 30, 73

TABLE 57cont'd

Municipality, Union and Economic Region	Labourer				Clerk - Typist				Expiry Date of Agreement
	Effective Date	Minimum	Maximum	Pay Period	Effective Date	Minimum	Maximum	Pay Period	
<u>Georgian Bay cont'd</u>		\$	\$			\$	\$		
Orrillia City Corporation; and Public Employees 512 (Outside Employees)	Mar. 1, 73	-	3.43	Hrly.	-	-	-	-	Feb. 28, 74
Owen Sound City Corporation; and Public Employees 443 (Outside Employees)	Jan. 1, 72	-	3.38	"	-	-	-	-	Dec. 31, 72
Owen Sound City Corporation; and Public Employees 1189 (Office Employees)	-	-	-	-	Jan. 1, 72	-	96.37	Wkly.	Dec. 31, 72
Parry Sound Town Corporation; and Public Employees 17 (Outside Employees)	Jan. 1, 72	-	2.85	Hrly.	-	-	-	-	Dec. 31, 72
Parry Sound Town Corporation; and Public Employees 17 (Office Employees)	-	-	-	-	Jan. 1, 72	-	400.00	Mthly.	Dec. 31, 72
Port Elgin Town Corporation; and In- ternational Operating Engineers 793 (Outside Employees)	Jan. 1, 73 Jan. 2, 74	- -	2.44 2.71	Hrly. "	- -	- -	- -	- -	Dec. 31, 74

TABLE 57 cont'd

Municipality, Union and Economic Region	Labourer				Clerk - Typist				Expiry Date of Agreement
	Effective Date	Minimum	Maximum	Pay Period	Effective Date	Minimum	Maximum	Pay Period	
<u>Georgian Bay cont'd</u>		\$	\$			\$	\$		
Saugeen Township Corporation; and International Operating Engineers 793 (Outside Employees)	Apr. 1, 73	-	2.88	Hrly.	-	-	-	-	Mar. 31, 74
Walkerton Town Municipal Corporation; and International Operating Engineers 793 (Outside Employees)	Apr. 14, 73	-	2.60	"	-	-	-	-	Apr. 30, 74
<u>Northeastern Ontario</u>									
Balfour Township Corporation; and Public Employees 6 (Outside Employees)	Mar. 1, 72	-	3.27	"	-	-	-	-	Mar. 1, 73
Black River-Matheson Township Corporation; and Public Employees 1490 (Outside Employees)	Jan. 1, 73	-	3.05	"	-	-	-	-	Dec. 31, 73
Black River-Matheson Township Corporation; and Public Employees 1451 (Office Employees)	-	-	-	-	Jan. 1, 73	-	200.00	Bi-Wkly.	Dec. 31, 73

TABLE 57 cont'd

Municipality, Union and Economic Region	Labourer				Clerk - Typist				Expiry Date of Agreement
	Effective Date	Minimum	Maximum	Pay Period	Effective Date	Minimum	Maximum	Pay Period	
<u>Northeastern Ontario cont'd</u>		\$	\$			\$	\$		
Blind River Town Corporation; and Labourers 1036 (Outside Employees)	Jan. 1, 73	-	3.20	Hrly.	-	-	-	-	Jan. 1, 75
	Jan. 1, 74	-	3.45	"	-	-	-	-	
Chapleau Township Municipal Corpora- tion; and Public Employees 887 (Outside Employees)	Jul. 1, 72	-	2.85	"	-	-	-	-	Jun. 30, 73
Cobalt Town Corporation; and Public Employees 127 (Outside Employees)	Jan. 1, 73	-	3.05	"	-	-	-	-	Dec. 31, 73
Cochrane Town Corporation; and Public Employees 71 (Outside Employees)	Jan. 1, 73	-	3.40	"	-	-	-	-	Dec. 31, 73
Coniston Town Corporation; and Retail Wholesale Employees 579 (Outside Employees)	Mar. 1, 72	-	3.50	"	-	-	-	-	Feb. 28, 73
Coniston Town Corporation; and Retail Wholesale Employees 579 (Office Employees)	-	-	-	-	Mar. 1, 72	86.38	95.98	Wkly.	Feb. 28, 73
Elliot Lake Township Corporation; and Public Employees 170 (Outside Employees)	Oct. 1, 72	-	3.39	Hrly.	-	-	-	-	Sep. 30, 74
	Oct. 1, 73	-	3.67	"	-	-	-	-	

TABLE 57 cont'd

Municipality, Union and Economic Region	Labourer				Clerk-Typist				Expiry Date of Agreement
	Effective Date	Minimum	Maximum	Pay Period	Effective Date	Minimum	Maximum	Pay Period	
<u>Northeastern Ontario cont'd</u>		\$	\$			\$	\$		
Espanola Town Corporation; and Public Employees 534 (Outside Employees)	Jan. 1, 73	-	5.48	Hrly.	-	-	-	-	Dec. 31, 73
	Jan. 1, 74	-	3.73	"	-	-	-	-	
Iroquois Falls Town Corporation; and Public Employees 259 (Outside Employees)	Jan. 1, 73	-	3.51	"	-	-	-	-	Dec. 31, 74
	Jan. 1, 74	-	3.79	"	-	-	-	-	
Kapuskasing Town Corporation and Kapuskasing Public Utilities Com- mission; and Public Employees 369 (Outside Employees)	Sep. 1, 72	-	3.73	"	-	-	-	-	Aug. 31, 73
Kirkland Lake Town Corporation; and Service Employees 26 (Outside Employees)	Mar. 1, 73	-	3.15	"	-	-	-	-	Feb. 28, 74
Mattawa Town Corporation; and Public Employees 1465 (Outside Employees)	Sep. 15, 72	-	2.75	"	-	-	-	-	Sep. 14, 73
Neelon & Carson Municipal Corporation; and Retail Wholesale Employees 579 (Outside Employees)	Jan. 1, 72	-	3.55	"	-	-	-	-	Dec. 31, 72
Neelon & Carson Townships Corporation; and Public Employees 33 (Office Employees)	-	-	-	-	Jan. 1, 72	425.00	464.00	Mthly.	Dec. 31, 72

TABLE 57 cont'd

Municipality, Union and Economic Region	Labourer				Clerk - Typist				Expiry Date of Agreement
	Effective Date	Minimum	Maximum	Pay Period	Effective Date	Minimum	Maximum	Pay Period	
<u>Northeastern Ontario cont'd</u>		\$	\$			\$	\$		
North Bay City Corporation; and Public Employees 122 (Outside Employees)	Jan. 1, 72	-	3.45	Hrly.	-	-	-	-	Dec. 31, 72
Rayside Township Corporation; and Retail Wholesale Employees 579 (Outside Employees)	Jan. 1, 72	-	3.60	"	-	-	-	-	Dec. 31, 72
St. Joseph Township Corporation; and Labourer's 1036 (Outside Employees)	Jan. 1, 73	-	3.00	"	-	-	-	-	Feb. 28, 74
Sault Ste. Marie City Municipal Corporation; and Public Employees 3 (Outside Employees)	Feb. 1, 72	-	3.43	"	-	-	-	-	Jan. 31, 73
Sault Ste. Marie City Municipal Corporation; and Public Employees 67 (Office Employees)	-	-	-	-	Feb. 1, 72	378.00	462.00	Mthly.	Jan. 31, 73
Sturgeon Falls Town Corporation; and Public Employees 535 (Outside Employees)	Jan. 1, 73	-	3.65	Hrly.	-	-	-	-	Dec. 31, 73
Sudbury Regional Municipality and Public Employees 6 (Outside Employees)	Jan. 1, 73	-	3.75	"	-	-	-	-	Dec. 31, 73

TABLE 57 cont'd

Municipality, Union and Economic Region	Labourer				Clerk - Typist				Expiry Date of Agreement
	Effective Date	Minimum	Maximum	Pay Period	Effective Date	Minimum	Maximum	Pay Period	
<u>Northeastern Ontario cont'd</u>		\$	\$			\$	\$		
Sudbury Regional Municipality and Public Employees 207 (Office Employees)	-	-	-	-	Jan. 1, 73	3,928.05	5,042.52	Yrly.	Dec. 31, 73
Timmins Town Corporation; and Public Employees 210 (Outside Employees)	Apr. 1, 73	-	3.38	Hrly.	-	-	-	-	Mar. 31, 74
Timmins Town Corporation; and Public Employees 434 (Office Employees)	-	-	-	-	Jan. 1, 73	4,451.00	4,921.00	"	Dec. 31, 73
Tisdale Township Corporation; and Public Employees 29 (Outside Employees)	Apr. 1, 73	-	3.28	Hrly.	-	-	-	-	Mar. 31, 74
Valley East Township Corporation; and Public Employees 6 (Outside Employees)	Jan. 1, 73	-	3.26	"	-	-	-	-	Dec. 31, 73
<u>Lakehead-Northwestern Ontario</u>									
Atikokan Township Corporation; and Public Employees 752 (Outside Employees)	May 1, 73	-	3.86	"	-	-	-	-	Apr. 30, 74

TABLE 57 cont'd

Municipality, Union and Economic Region	Labourer				Clerk - Typist				Expiry Date of Agreement
	Effective Date	Minimum	Maximum	Pay Period	Effective Date	Minimum	Maximum	Pay Period	
<u>Lakehead-Northwestern Ontario cont'd</u>		\$	\$			\$	\$		
Dryden Town Corporation; and Elec- tric Workers (I.B.E.W.) 1730 (Out- side and Office Employees)	Apr. 1, 73	-	3.54	Hrly.	Apr. 1, 73	-	525.25	Mthly.	Mar. 31, 75
	Apr. 1, 74	-	3.81	"	Apr. 1, 74	-	564.64		
Fort Frances Town Board of Parks; and Public Employees 65 (Outside Employees)	Feb. 1, 73	-	3.83	"	-	-	-	-	Jan. 31, 74
Fort Frances Town Corporation; and Public Employees 65 (Outside and Office Employees)	Feb. 1, 73	-	3.80	"	Feb. 1, 73	457.00	507.00	Mthly.	Jan. 31, 74
Keewatin Town Municipal Corporation; and Teamsters 990 (Outside Employees)	May 1, 73	-	3.50	"	-	-	-	-	Apr. 30, 75
	May 1, 74	-	3.82	"	-	-	-	-	
Kenora Town Municipal Corporation; and Public Employees 191 (Outside Employees)	Jan. 1, 73	-	3.66	"	-	-	-	-	Dec. 31, 73
Shuniah Municipality; and Public Employees 87 (Outside Employees)	Jan. 1, 72	-	3.11	"	-	-	-	-	Dec. 31, 72
Sioux Lookout Town Corporation; and Public Employees 87 (Outside Employees)	Jan. 1, 73	-	3.43	"	-	-	-	-	Dec. 31, 73

TABLE 57 cont'd

Municipality, Union and Economic Region	Labourer				Clerk - Typist				Expiry Date of Agreement
	Effective Date	Minimum	Maximum	Pay Period	Effective Date	Minimum	Maximum	Pay Period	
<u>Lakehead-Northwestern Ontario cont'd</u>		\$	\$			\$	\$		
Thunder Bay City Corporation; and Public Employees 87 (Outside Employees)	Jan. 1, 73	-	4.03	Hrly.	-	-	-	-	Dec. 31, 73
Thunder Bay City Corporation; and Public Employees 87 (Office Employees)	-	-	-	- -	Jan. 1, 73	339.17	402.75	Mthly.	Dec. 31, 73

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Ontario

Ministry of
Labour

Research
Branch

Collective Bargaining

**Provisions in Ontario
Municipal Agreements
1974**



COLLECTIVE BARGAINING PROVISIONS IN
ONTARIO MUNICIPAL AGREEMENTS

1974

by

Research Branch
Ontario Ministry of Labour
January 1975

Hon. John P. MacBeth
Minister

R. D. Johnston
Deputy Minister

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I N T R O D U C T I O N

This report is a statistical analysis of the principal provisions contained in Ontario collective agreements covering 25,750 full-time employees of municipal governments. The report consists of 2 parts.

PART I - WORKING CONDITIONS

Part I consists of 56 tables. The first 6 tables give information on the geographical distribution of municipal contracts, the unions that are party to them, their duration, and the sizes and types of bargaining unit to which they apply. The remaining tables classify the agreements and employee-coverage data by type of bargaining unit for specific provisions. These provisions include clauses concerned with union membership, check-off of union dues and other deductions, hours of work, and virtually all arrangements for remuneration above basic wage rates such as overtime compensation, shift premiums, paid time-off, and employer contributions to health, welfare and pension plans. Related provisions are grouped together in 8 separate sections identified in the Table of Contents.

The tables show the prevalence of major working conditions in terms of agreements and employees covered by 228 municipal contracts. The contracts include all those classified as local government collective agreements and on file in the Ministry of Labour's Collective Agreements Library when the data were compiled as of November 30, 1974. Of these 228 agree-

ments, 213 were current on that date and the remaining 15 were in various stages of renegotiation. (The Library endeavours to have on file all Ontario collective agreements.)

Regional and County Distribution

Central Ontario, with 43 contracts, has the greatest concentration of municipal agreements found in any of the 10 economic regions of the Province. These agreements apply to 12,800 employees, about 50 per cent of the coverage of the study. Over 11,000 of the workers covered by them are found in York County (including Metropolitan Toronto).

Northeastern Ontario, Eastern Ontario and Lake St. Clair regions rank second, third and fourth in numbers of agreements analyzed, with 31, 24 and 24 respectively. These agreements, however, apply to only 6.2, 12.5 and 3.9 per cent of the employees. The number of agreements in the remaining 6 regions ranges from 23 in Niagara down to 12 in Midwestern Ontario, and the number of employees covered by them from 2,819 in Niagara to 418 in Georgian Bay.

Unions Representing Municipal Workers

More than 85 per cent of the agreements analyzed are with the Canadian Union of Public Employees. These 196 contracts cover 25,000 employees, or almost 97 per cent of the

total coverage. The remaining 32 agreements are distributed among 10 other unions. Six contracts is the largest number held by any of these unions.

Size of Bargaining Unit

Small bargaining units are a predominant feature of local government labour relations. About 64 per cent of the agreements (145) pertain to units of fewer than 50 employees, but these units apply to only 10 per cent of all employees included in the study. On the other hand, bargaining units of 200 employees or more account for 11 per cent of the agreements analyzed and cover 70 per cent of the employee total.

Type of Bargaining Unit

Four types of bargaining unit are identified in the analysis according to the employees they cover: "Non-office", "Office", "Professional" and "Non-Office, Office and Professional". Five contracts applying to foremen are included in the 142 non-office agreements. The remaining 137 contracts in this category refer to non-supervisory workers only.

The "Non-Office" bargaining units apply to a smaller proportion of the 25,750 workers covered by the study than of the number of agreements analyzed, 52 per cent compared to 62 per cent. The "Office" agreements and those that combine non-office, office and professional employees apply to about 22 and 25 per cent of the employee total, respectively.

Union Security

Some form of union membership requirement is contained in 53 per cent of the agreements. The union shop is the most prevalent; it occurs in 38 per cent of the contracts and affects 58 per cent of the total employees. Modified union shop and maintenance of membership appear in 9 and 6 per cent of the agreements respectively but, in terms of employees, a much larger proportion is affected by modified union shop provisions.

Virtually all of the agreements (225) include provisions for union dues check-off. Sixty-five of them also call for check-off of initiation fees and/or assessments. All except 14 of the employees are affected by union dues check-off. For 84 per cent of them the check-off is compulsory and for 5 per cent it is voluntary.

Hours of Work

The 40-hour week is the most prevalent established by municipal agreements. It occurs in 51 per cent of the contracts and covers 47 per cent of the employees. It applies predominantly to non-office employees, both those organized in bargaining units composed entirely of such workers and those in units combining non-office and office employees. The normal work week for employees in office and professional classifications varies widely from 32-1/2 to 40 hours, with 35 hours per week provided in 67 inside employees' contracts.

Overtime Compensation

For both office and non-office workers, pay at time and one-half the employee's regular wage rate is the most prevalent compensation specified for work in excess of normal daily hours. This rate appears in about 74 per cent of the agreements and applies to 78 per cent of the employees.

Shift Premiums

Premium pay is provided for second and third shifts in 53 and 54 per cent of the agreements, respectively. In terms of agreements, amounts of 15 and 20 cents per hour are the most prevalent premiums paid for both shifts. They occur for the second shift in 9 and 11 per cent of the contracts, respectively; and for the third shift, in 8 and 16 per cent of the contracts.

Measured in terms of employees, the 20-cent premium applies to larger proportions than the 15-cent one. For the second shift, 43 per cent of the employees receive a 20-cent premium, compared to 7 per cent who are entitled to a 15-cent one. The proportions for the third shift are 46 and 4 per cent, respectively. The amount paid per hour for either shift ranges from 10 to 35 cents.

Pay Guarantees

Of the two pay guarantee provisions analyzed, call-back clauses are the more common. They appear in 87 per cent of the

agreements while reporting guarantees are included in only 30 per cent of them.

A minimum of 4 hours of work or pay is the most prevalent reporting guarantee. It occurs in 15 per cent of the agreements and covers 29 per cent of the total employees. A guarantee of 3 hours is specified in 4 per cent of the contracts covering 9 per cent of the employees. In 3 per cent of the contracts a guarantee of 2 hours is provided. It applies to less than 2 per cent of the employees.

A minimum of 2 hours is the most frequent call-back guarantee provided. It appears in 41 per cent of the agreements covering 43 per cent of the employees. Time and one-half the employee's hourly wage rate is the most common single payment applicable to call-backs. It occurs in 21 per cent of the agreements and covers 26 per cent of the employees. In 38 per cent of the contracts, the employee receives the overtime rate that applies at the time he is called back.

Jury Duty Pay

Pay for working-time lost while serving on a jury is provided in 82 per cent of the agreements covering 95 per cent of the employees. The most common provision calls for the employer to make up the difference between the employee's regular pay and the jury fee which he receives. This arrangement is found in 77 per cent of the agreements and applies to 91 per cent of the employees.

Paid Bereavement Leave

Paid absences due to death in an employee's family are provided in 96 per cent of the agreements representing 99 per cent of the workers. A maximum allowance of 3 days is the most common practice. It occurs in 43 per cent of the contracts and applies to 62 per cent of the employees. In 32 per cent of the agreements, 3 days are allowed for the death of a member of the immediate family and one-half to 2 days for the death of other relatives. Seventeen agreements provide a basic 3-day leave and an additional 1 to 7 days of reasonable travel-time if required.

Paid Sick Leave

Paid sick leave provisions are contained in 97 per cent of the agreements, and cover all but 0.2 per cent of the employees. An annual allowance of 18 days is the most prevalent practice in those agreements which specify the amount of sick leave granted. This provision occurs in 75 per cent of the contracts and applies to 92 per cent of the employees.

Accumulation of sick leave credits is specifically provided for in 193 agreements. Of the remaining 35 agreements, data were not available for 17, 16 either did not contain paid sick leave provisions or did not provide for accumulation and 2 converted unused sick leave to a cash payment at the year's end.

Of the 193 agreements that specifically provide for sick leave accumulation, 126 do not

place any limits on the number of days that can be carried over from year to year. Sixty-seven contracts, however, limit the total amount that can be accrued.

In 162 agreements it is specified that employees will be paid for unused sick leave when their employment is terminated for reasons other than retirement. In 139 of these agreements, payment is made for one-half of the employee's accrued sick leave and is calculated on his wage rate at termination.

Payment for unused sick leave on retirement is specified in 139 agreements. In 98 of these contracts the retiring employee receives cash for one-half of his accumulated sick leave, and in 28 of them, he is paid for all of his unused sick leave.

Paid Holidays

All employees in the study are covered by paid holiday provisions. Seventy per cent of them, covered by 46 per cent of the agreements, receive pay for 11 holidays. Agreements specifying 12 paid holidays account for 16 per cent of the total number of contracts and apply to 12.6 per cent of the employees. Ten paid holidays are found in about 19 per cent of agreements, but they apply to only 4 per cent of the employees.

Time and one-half the regular rate of pay in addition to holiday pay is the most prevalent compensation provided for holiday work. This rate appears in 48 per cent of the

agreements and covers 39 per cent of the employees. Double time plus holiday pay occurs in 28 per cent of the agreements and is paid to 17 per cent of the employees. About two per cent of the agreements, covering fewer than 1 per cent of the employees, provide for straight time plus holiday pay. None of the other compensation provisions reported are found in more than 6 contracts.

Paid Vacations

Paid vacations are provided by all the agreements analyzed. A maximum vacation of 3 weeks appears in less than 2 per cent (4), 4 weeks in 26 per cent (59) and 5 weeks in about 65 per cent (147) of the agreements. Eleven contracts grant a maximum of 6 weeks, 2 a maximum of 7 weeks, and 1 a maximum of 10 weeks. Two contracts place no limit on earned vacation, providing one additional day of vacation for each year worked after 25 years of service.

The most common qualifying period for a 2-week vacation is 1 year and it affects 98 per cent of the employees. For 0.3 per cent of the employees the qualifying period is less than 1 year, and for only 0.2 per cent of them the qualifying period is 2 years.

All the agreements provide for a 3-week vacation and the maximum qualifying period is 13 years. The most prevalent qualifying period is 5 years, after which 62 per cent of the workers earn a 3-week vacation. Less than 12 per cent of the employees qualify after 4 years,

about 6 per cent after 3 years, and 3 per cent after 7 years. The minimum qualifying period for a 3-week vacation is 1 year, but it appears in only 2 agreements affecting 71 employees.

A 4-week vacation is allowed in 98 per cent of the agreements covering all but 0.2 per cent of the employees in the study. The most common qualifying period is 15 years. It is found in 44 per cent of the contracts but affects only 28 per cent of the workers. A 4-week vacation is granted to about 45 per cent of the employees covered by 19 per cent of the contracts after 13 years of service, to 4 per cent of the employees covered by 11 per cent of the contracts after 10 years and to 0.2 per cent of the employees after a maximum of 22 years. The minimum qualifying period for a 4-week vacation is 7 years. It appears in 1 agreement covering only 3 workers.

Seventy-two per cent of the agreements covering 94 per cent of the workers provide a 5-week vacation. The predominant practice is to grant 5 weeks after 25 years of service. Such a provision is found in 30 per cent of the agreements affecting 33 per cent of the employees. The second most common practice is to grant 5 weeks after 20 years of service. Although found in 16 per cent of the contracts, it covers only 7 per cent of the employee total. The third most common practice is to grant a five-week vacation after 22 years of service. Only 9 per cent of the contracts contain this provision and yet they account for 40 per cent of the employees in the study.

A six-week vacation period is specified in 7 per cent of the agreements and applies to 9 per cent of the employees. The qualifying years of service for these 6 weeks range from 24 to 30.

Health, Insurance and Pension Plans

Basic hospital, medical and surgical insurance plans are included in all analyzed agreements. For 93 per cent of the employees represented by 73 per cent of the agreements, the employer pays 100 per cent of the premiums for the plan. In 6 per cent of the agreements involving 1 per cent of the workers, the employer pays 75 per cent of the premiums.

Life insurance plans are provided in 87 per cent of the agreements and apply to 98 per cent of the employees. In 55 per cent of the agreements affecting 65 per cent of the employees, 100 per cent of the plan premiums is paid by the employer. In 7 per cent of the contracts, which apply to 13 per cent of the employees, two-thirds of the premium is contributed by the employer. Four per cent of the contracts covering less than 2 per cent of the employees call for the employer to pay 75 per cent of the premium. In 4 per cent of the contracts, covering 9 per cent of the employees, both parties contribute equally to the cost of the insurance plan.

Pension plans are found in 83 per cent of the agreements covering 94 per cent of the workers. Seventy-six per cent of the agreements stipulate that the employer and the employee will share the cost of the retirement benefits.

In 7 per cent of them the financing arrangement is not specified.

PART II - WAGES

Part II of the report consists of one table showing the rates of pay provided for two occupations - labourer and clerk-typist. These are the basic non-office and clerical classifications most commonly found in municipal agreements. The agreements from which the rates were taken are listed alphabetically by the names of the municipalities concerned, and are arranged by the ten economic regions of Ontario.

The wage rates were obtained from 190 agreements. Of these, 174 were current and 16 were being renegotiated when the wage data were compiled in November of 1974. For the 174 current agreements, the rates in effect on June 30, 1974 or later were reported. For the 16 agreements under renegotiation, only the rates being paid when these agreements expired have been reported. The number of agreements analyzed in Part II and the information on whether or not they are current varies from the similar data shown for Part I because not all of the analyzed contracts specify the occupations selected.

For each of the occupations specified, the table shows the minimum and maximum or single wage rates paid after the probationary period on an hourly, weekly, monthly or yearly basis. Where a single rate occurs, it is shown in the column marked "MAXIMUM". The effective date for each rate is given and the date entered in the last column of the table is the termination date of the contract.

The report was prepared in the Ministry
of Labour, Research Branch by Agnes Gesing,

assisted by Frederick W. Groom, George C.
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direction of Lenard Haywood.

P A R T 1

WORKING CONDITIONS

SECTION 1

DISTRIBUTION OF AGREEMENTS BY LOCATION,
UNION, DURATION, EXPIRY DATE AND BAR-
GAINING UNIT SIZE AND TYPE

TABLE 1
REGIONAL AND COUNTY DISTRIBUTION OF ONTARIO
MUNICIPAL AGREEMENTS - 1974

ECONOMIC REGION AND COUNTY	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE, OFFICE AND PROFESSIONAL EMPLOYEES			T O T A L				
										AGREEMENTS		EMPLOYEES		
	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	OFF.	OFF. PROF.	NO.	CENT	NO.	CENT	
EASTERN ONTARIO	12	586	6	281	2	254	4	1021	1068	24	10.5	3210	12.5	
CARLTON	3	148	3	90	2	254	2	982	1059	10	4.4	2533	9.8	
FRONTENAC	1	176	1	124						2	.9	300	1.2	
LANARK	1	31								1	.4	31	.1	
LEEDS	2	63								2	.9	63	.3	
PRESCOTT							1	9	5	1	.4	14	.1	
RENFREW	3	28	1	7			1	30	4	5	2.2	69	.3	
STORMONT	2	120	1	60						3	1.3	180	.7	
LAKE ONTARIO	11	381	5	186			2	38	7	18	7.9	612	2.4	
DURHAM	2	42								2	.9	42	.2	
HALIBURTON							1	17	3	1	.4	20	.1	
HASTINGS	3	112	3	84						6	2.6	196	.8	
NORTHUMBERLAND							1	21	4	1	.4	25	.1	
PETERSBOROUGH	2	145	1	89						3	1.3	234	.9	
PRINCE EDWARD	1	8								1	.4	8	.0	
VICTORIA	2	34	1	13						3	1.3	47	.2	
INTER-COUNTY	1	40								1	.4	40	.2	
CENTRAL ONTARIO	26	7338	12	3316			5	147	1958	55	43	18.9	12814	49.8
HALTON	5	239	1	54			1	15	35	7	3.1	343	1.3	
ONTARIO	4	306	1	243			2	109	57	7	3.1	715	2.8	
PEEL	3	254	1	24			1	23	9	5	2.2	310	1.2	
YORK	14	6539	9	2995			1		1857	55	24	10.5	11446	44.5
NIAGARA	13	1308	6	244			4	542	725	23	10.1	2819	10.9	
BRANT	1	56	1	61						2	.9	117	.5	
HALDIMAND	1	6								1	.4	6	.0	
LINCOLN	2	207	1	110						3	1.3	317	1.2	
WELLAND	5	169	4	73			1	257	68	10	4.4	567	2.2	
WENTWORTH	4	870					2	25	531	6	2.6	1426	5.5	
INTER-COUNTY							1	260	126	1	.4	386	1.5	
LAKE ERIE	13	802	5	468						18	7.9	1270	4.9	
ELGIN	3	51	1	28						4	1.8	79	.3	
MIDDLESEX	6	648	2	365						8	3.5	1033	4.0	
NORFOLK			1	7						1	.4	9	.0	

(cont'd)

Table 1 (cont'd)

REGIONAL AND COUNTY DISTRIBUTION OF ONTARIO
MUNICIPAL AGREEMENTS - 1974

ECONOMIC REGION AND COUNTY	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE* OFFICE AND PROFESSIONAL EMPLOYEES			T O T A L AGREEMENTS PER		EMPLOYEES PER		
	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	EMPLS.	NON- AGTS.	OFF.	OFF. PROF.	NO.	CENT	NO.	CENT	
OXFORD	4	103	1	40						5	2.2	149	.6	
LAKE ST. CLAIR	16	624	4	16			4	67	300	24	10.5	1007	3.9	
ESSEX	10	465	3	12			4	67	300	17	7.5	844	3.3	
KENT	3	85								3	1.3	85	.3	
LAMBTON	3	74	1	4						4	1.8	78	.3	
MIDWESTERN ONTARIO	9	738	3	258						12	5.3	996	3.9	
PERTH	1	51	1	50						2	.9	101	.4	
KATYLLON	6	539	1	160						7	3.1	699	2.7	
NELLINGTON	2	148	1	48						3	1.3	196	.8	
GEORGIAN BAY	18	376	3	42						21	9.2	418	1.6	
BRUCE	5	76								5	2.2	76	.3	
GREY	3	92	2	36						5	2.2	128	.5	
MUSKOKA	3	73								3	1.3	73	.3	
PARRY SOUND	1	12	1	6						2	.9	18	.1	
SIMCOE	6	123								6	2.6	123	.5	
NORTHEASTERN ONTARIO	17	813	7	477			7	249	60	31	13.6	1599	6.2	
ALGONA	3	151	1	123			1	23	7	5	2.2	304	1.2	
COCHRANE	4	102	2	68			2	63	9	8	3.5	242	.9	
NIPISSING	1	7					2	146	40	3	1.3	193	.7	
SUDBURY	6	485	3	271			1	7	2	10	4.4	765	3.0	
TIMISKAMING	1	48					1	10	2	2	.9	60	.2	
INTER-COUNTY	2	20	1	15						3	1.3	35	.1	
LAKEHEAD-NORTHWESTERN ONTARIO	7	522	2	305			5	139	31	14	6.1	1000	3.9	
KE OPA	2	32					3	102	21	5	2.2	155	.6	
RAINY RIVER	2	32	1	8			2	37	10	5	2.2	87	.3	
THUNDER BAY	3	458	1	300						4	1.6	758	2.9	
T O T A L	142	13488	53	5996	2	254	51	2203	4149	55	228	100.0	25745	100.0

TABLE 2

 UNIONS REPRESENTING EMPLOYEES COVERED BY ONTARIO
 MUNICIPAL AGREEMENTS - 1974

UNION	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE, OFFICE AND PROFESSIONAL EMPLOYEES				T O T A L			
	AGTS. EMPLS.		AGTS. EMPLS.		AGTS. EMPLS.		AGTS.	OFF.	OFF.	PROF.	AGREEMENTS PER NO. CENT		EMPLOYEES PER NO. CENT	
CANADIAN OPERATING ENGINEERS	1	54									1	.4	54	.2
CIVIC INSTITUTE OF PROFESSIONAL PERSONNEL					2	254					2	.9	254	1.0
CIVIL SERVICE ASSOCIATION OF ONTARIO	4	85									4	1.8	85	.3
ELECTRICAL WORKERS (IBEW)	3	71	1	3			2	29	11		2	2.6	114	.4
ELECTRICAL WORKERS (UE)	2	67									2	.9	67	.3
INTERNATIONAL OPERATING ENGINEERS	6	80									6	2.6	80	.3
LABOURERS	3	31									3	1.3	31	.1
OFFICE EMPLOYEES			1	60							1	.4	60	.2
PUBLIC EMPLOYEES	116	13042	51	5533			29	2174	4138	55	196	86.0	24942	96.9
SERVICE EMPLOYEES UNION	1	3									1	.4	3	.0
TEAMSTERS	6	55									6	2.6	55	.2
T O T A L	142	13488	53	5596	2	254	31	2203	4149	55	228	100.0	25745	100.0

TABLE 3

DURATION OF COLLECTIVE
MUNICIPAL AGREEMENTS - 1974

DURATION	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE, OFFICE AND PROFESSIONAL EMPLOYEES				T O T A L			
	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	NON-	OFF.	PROF.	AGREEMENTS PER NO.	PER CENT	EMPLOYEES PER NO.	PER CENT
ONE YEAR	14	449	4	107			4	354	581		22	9.6	1491	5.8
BETWEEN ONE AND TWO YEARS	20	701	3	52			3	57	33		26	11.4	843	3.3
TWO YEARS	99	11911	42	5309	2	254	23	1737	3513	55	166	72.8	22779	88.5
BETWEEN TWO AND THREE YEARS	6	170	3	113			1	55	22		10	4.4	360	1.4
THREE YEARS	3	257	1	15							4	1.8	272	1.1
T O T A L	142	13488	53	5596	2	254	31	2203	4149	55	228	100.0	25745	100.0

TABLE 4

MONTH AND YEAR OF EXPIRATION OF ONTARIO
MUNICIPAL AGREEMENTS - 1974

MONTH	1973		1974		1975		1976		1977		TOTAL AGREEMENTS		TOTAL EMPLOYEES	
	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	EMPLS.	NO.	PER CENT	NO.	PER CENT
JANUARY			1	17	11	1916	8	221			20	8.8	2154	8.4
FEBRUARY					11	515	3	135			14	6.1	650	2.5
MARCH			3	116	12	484	2	50	3	330	20	8.8	980	3.8
APRIL					4	33	6	196			10	4.4	229	.9
MAY					8	251					8	3.5	251	1.0
JUNE			1	50	8	156	1	29			10	4.4	235	.9
JULY			2	63	2	54					4	1.8	117	.4
AUGUST					1	50					1	.4	50	.2
SEPTEMBER			2	37	4	227					6	2.6	264	1.0
OCTOBER			4	372	1	4					5	2.2	376	1.5
NOVEMBER														
DECEMBER	2	30	63	4852	65	15557					130	57.0	20439	79.4
TOTAL	2	30	76	5507	127	19247	20	631	3	330	228	100.0	25745	100.0

TABLE 5

SIZE OF BARGAINING UNITS COVERED BY ONTARIO
MUNICIPAL AGREEMENTS - 1974

SIZE OF BARGAINING UNIT	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE, OFFICE AND PROFESSIONAL E M P L O Y E E S			T O T A L AGREEMENTS PER EMPLOYEES PER				
	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	OFF.	OFF.	PROP.	NO.	CENT	NO.	CENT
UNDER 25 EMPLOYEES	71	769	22	229			10	93	25		103	45.2	1116	4.3
25 - 49 EMPLOYEES	25	855	9	337			8	200	69		42	18.4	1461	5.7
50 - 99 EMPLOYEES	21	1309	10	629	1	64	5	233	108		37	16.2	2343	9.1
100 - 199 EMPLOYEES	12	1743	6	821	1	190	1	126	35		20	8.8	2915	11.3
200 - 499 EMPLOYEES	6	1820	5	1646			3	569	487		14	6.1	4522	17.6
500 - 999 EMPLOYEES	5	3153					1		509		6	2.6	3662	14.2
1,000 OR MORE EMPLOYEES	2	3839	1	1934			3	982	2916	55	6	2.6	9726	37.8
T O T A L	142	13488	53	5596	2	254	31	2203	4149	55	228	100.0	25745	100.0

TABLE 6
 TYPE OF BARGAINING UNIT COVERED BY ONTARIO
 MUNICIPAL AGREEMENTS - 1974

TYPE OF BARGAINING UNIT	AGREEMENTS		EMPLOYEES	
	NO.	PER CENT	NO.	PER CENT
NON-OFFICE EMPLOYEES	142	62.3	13488	52.4
OFFICE CLERICAL EMPLOYEES*	13	5.7	102	.4
TECHNICAL EMPLOYEES*	1	.4	54	.2
PROFESSIONAL EMPLOYEES	2	.9	254	1.0
NON-OFFICE AND OFFICE CLERICAL EMPLOYEES	19	8.3	1078	4.2
OFFICE CLERICAL AND TECHNICAL EMPLOYEES*	38	16.7	3506	13.6
NON-OFFICE, OFFICE CLERICAL AND TECHNICAL EMPLOYEES	11	4.8	3417	13.3
NON-OFFICE, OFFICE CLERICAL AND PROFESSIONAL EMPLOYEES	1	.4	1912	7.4
OFFICE CLERICAL, TECHNICAL AND* PROFESSIONAL EMPLOYEES	1	.4	1934	7.5
T O T A L	228	100.0	25745	100.0

* IN THE OTHER TABLES THESE FOUR CATEGORIES ARE COMBINED UNDER "OFFICE".

SECTION 2

UNION SECURITY

TABLE 7

 UNION MEMBERSHIP REQUIREMENTS UNDER ONTARIO
 MUNICIPAL AGREEMENTS - 1974

MEMBERSHIP REQUIREMENTS	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE, OFFICE AND PROFESSIONAL EMPLOYEES			T O T A L			
	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	EMPLS.	NON- AGTS.	OFF.	PROF.	AGREEMENTS PER NO.	CENT	EMPLOYEES PER NO.	CENT
NO PROVISION	67	3673	26	1254	2	254	12	1303	1731	107	46.9	8215	31.9
UNION SHOP	52	8278	16	3397			18	677	2409	86	37.7	15016	58.3
MODIFIED UNION SHOP	11	1114	9	888			1	23	9	21	9.2	2034	7.9
MAINTENANCE OF MEMBERSHIP	11	391	2	57						13	5.7	448	1.7
OTHER	1	32								1	.4	32	.1
T O T A L	142	13488	53	5596	2	254	31	2203	4149	228	100.0	25745	100.0

TABLE 8

CHECK-OFF PAYMENTS UNDER ONTARIO
MUNICIPAL AGREEMENTS - 1974

TYPE OF PAYMENT CHECK-OFF	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE, OFFICE AND PROFESSIONAL EMPLOYEES				T O T A L			
	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	OFF.	OFF.	PROF.	AGREEMENTS NO.	PER CENT	EMPLOYEES NO.	PER CENT
NO PROVISION	2	11	1	3							3	1.3	14	.1
DUES CHECK-OFF ONLY	101	5882	33	2084	2	254	24	1543	1790		160	70.2	11553	44.9
DUES AND INITIATION FEES	8	1411	5	411			1	257	68		14	6.1	2147	8.3
DUES AND ASSESSMENTS	21	6012	12	3066			3	69	2153	55	36	15.8	11295	43.9
DUES, INITIATION FEES AND ASSESSMENTS	10	172	2	42			5	334	198		15	6.6	736	2.9
T O T A L	142	13488	53	5596	2	254	31	2203	4149	55	228	100.0	25745	100.0

TABLE 9

AUTHORIZATION FOR DUES CHECK-OFF UNDER ONTARIO
MUNICIPAL AGREEMENTS - 1974

TYPE OF AUTHORIZATION	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE, OFFICE AND PROFESSIONAL EMPLOYEES				T O T A L AGREEMENTS EMPLOYEES			
	AGTS. EMPLS.		AGTS. EMPLS.		AGTS. EMPLS.		AGTS.		OFF. PROF.		PER NO. CENT		PER NO. CENT	
NO PROVISION FOR DUES CHECK-OFF	2	11	1	3							3	1.3	14	.1
COMPULSORY FOR ALL EMPLOYEES	124	12231	46	5313			23	1067	3047	55	193	84.6	21713	84.3
VOLUNTARY FOR ALL EMPLOYEES	9	999	2	130			3	102	24		14	6.1	1255	4.9
MODIFIED-COMPULSORY	7	247	4	150	2	254	5	1034	1078		18	7.9	2763	10.7
T O T A L	142	13488	53	5346	2	254	31	2203	4149	55	228	100.0	25745	100.0

SECTION 3

HOURS OF WORK AND OVERTIME

TABLE 10
STANDARD DAILY HOURS UNDER ONTARIO
MUNICIPAL AGREEMENTS - 1974

NUMBER OF HOURS	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE, OFFICE AND PROFESSIONAL EMPLOYEES				T O T A L			
	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	OFF.	OFF.	PROF.	NO.	PER CENT	NO.	PER CENT
7 HOURS			23	1287							23	10.1	1287	5.0
8 HOURS	110	10943	1	33			3	84	302		114	50.0	11362	44.1
8-1/2 HOURS	2	18									2	.9	18	.1
9 HOURS	10	146									10	4.4	146	.6
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	13	2231	24	4049			26	1137	2788	55	63	27.6	10280	39.9
VARIES FOR DIFFERENT SEASONS	4	54	2	30							6	2.6	84	.3
CHANGES DURING TERM OF AGREEMENT	1	8	1	24							2	.9	32	.1
NOT SPECIFIED	2	88	2	173	2	254					6	2.6	515	2.0
OTHER							2	982	1059		2	.9	2041	7.9
T O T A L	142	13488	53	5596	2	254	31	2203	4149	55	228	100.0	25745	100.0

TABLE 11

STANDARD OR AVERAGE WEEKLY HOURS UNDER DATARIO
MUNICIPAL AGREEMENTS - 1974

NUMBER OF HOURS	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE, OFFICE AND PROFESSIONAL E M P L O Y E E S				T O T A L			
	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	OFF.	NON- OFF.	PROF.	AGREEMENTS PER NO.	CENT	EMPLOYEES PER NO.	CENT
34 HOURS			1	15							1	.4	15	.1
35 HOURS			24	1410							24	10.5	1410	5.5
40 HOURS	114	12036	1	33			2	32	9		117	51.3	12110	47.0
42-1/2 HOURS	2	18									2	.9	18	.1
44 HOURS	3	47									3	1.3	47	.2
45 HOURS	11	199									11	4.8	199	.8
55 HOURS	1	35									1	.4	35	.1
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	7	1125	25	4999			27	1189	3081	55	59	25.9	9549	37.1
VARIES FOR DIFFERENT SEASONS OR OTHER PERIODS	2	10	1	15	2	254					5	2.2	279	1.1
CHANGES DURING TERM OF AGREEMENT	1	8	1	24							2	.9	32	.1
NOT SPECIFIED	1	10									1	.4	10	.0
OTHER							2	982	1059		2	.9	2041	7.9
T O T A L	142	13488	53	5596	2	254	31	2203	4149	55	228	100.0	25745	100.0

TABLE 12

COMPENSATION FOR WORK AFTER SCHEDULED DAILY HOURS UNDER ONTARIO
MUNICIPAL AGREEMENTS - 1974

AMOUNT OF COMPENSATION	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE, OFFICE AND PROFESSIONAL E M P L O Y E E S				T O T A L AGREEMENTS PER EMPLOYEES PER			
	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	OFF.	OFF.	PROF.	NO.	CENT	NO.	CENT
NO PROVISION	11	388	8	364							19	8.3	752	2.9
STRAIGHT TIME	1	82									1	.4	82	.3
TIME AND ONE-HALF DOUBLE TIME PAID AFTER FIRST	111	10939	34	3941			23	1643	3444	55	168	73.7	20022	77.8
4 HOURS AT TIME AND ONE-HALF	5	755					1	260	126		6	2.6	1141	4.4
5 HOURS AT TIME AND ONE-HALF	1	58									1	.4	58	.2
7 HOURS AT TIME AND ONE-HALF	4	99					1	65	10		5	2.2	174	.7
8 HOURS AT TIME AND ONE-HALF	3	264	1	110			2	37	10		6	2.6	421	1.6
EQUIVALENT TIME OFF	1	2	1	33	2	254					4	1.8	289	1.1
EQUIVALENT TIME OFF OR PAY AT 1.50 TIME	3	835	3	792							6	2.6	1627	6.3
1.50 TIME OFF OR PAY AT 1.50 TIME	1	43	6	356							7	3.1	399	1.5
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES							4	198	559		4	1.8	757	2.9
OTHER	1	23									1	.4	23	.1
T O T A L	142	13488	53	5596	2	254	31	2203	4149	55	228	100.0	25745	100.0

TABLE 13

COMPENSATION FOR WORK AFTER SCHEDULED WEEKLY BIWEEKLY OR MONTHLY HOURS UNDER
ONTARIO MUNICIPAL AGREEMENTS - 1974

AMOUNT OF COMPENSATION	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE, OFFICE AND PROFESSIONAL E M P L O Y E E S				T O T A L AGREEMENTS EMPLOYEES PER PER			
	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	OFF.	OFF.	PROF.	NO.	CENT	NO.	CENT
NO PROVISION	59	8121	22	1621	1	64	16	618	697		98	43.0	11121	43.2
STRAIGHT TIME														
EXCESSIVE OVERTIME RATE VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	45									1	.4	45	.2
TIME AND ONE-HALF	79	5243	22	3121			12	1281	2011	55	113	49.6	12511	48.6
DOUBLE TIME PAID AFTER FIRST														
4 HOURS AT TIME AND ONE-HALF							1	260	126		1	.4	386	1.5
8 HOURS AT TIME AND ONE-HALF	1	26									1	.4	26	.1
EQUIVALENT TIME OFF					1	190					1	.4	190	.7
EQUIVALENT TIME OFF OR PAY AT 1.50 TIME	1	10	3	477							4	1.8	487	1.9
1.50 TIME OFF OR PAY AT 1.50 TIME	1	43	4	199							5	2.2	242	.9
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES			2	178			2	44	515		4	1.8	737	2.9
T O T A L	142	13468	53	5596	2	254	31	2203	4149	55	228	100.0	25745	100.0

TABLE 14

COMPENSATION FOR WORK NOT REGULARLY SCHEDULED ON SATURDAY UNDER ONTARIO
MUNICIPAL AGREEMENTS - 1974

AMOUNT OF COMPENSATION	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE, OFFICE AND PROFESSIONAL EMPLOYEES			T O T A L AGREEMENTS PER PER EMPLOYEES CENT NO. CENT				
	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	OFF.	OFF.	PROF.	NO.	CENT	NO.	CENT
NO PROVISION	74	9721	30	1631	2	254	14	1488	1783		120	52.6	14877	57.8
STRAIGHT TIME														
TIME AND ONE-HALF PAID AFTER FIRST 5 HOURS AT STRAIGHT TIME	1	45									1	.4	45	.2
TIME AND ONE-HALF	50	2571	20	3519			11	458	2300	55	81	35.5	8903	34.6
DOUBLE TIME PAID AFTER FIRST														
4 HOURS AT TIME AND ONE-HALF	2	33									2	.9	33	.1
7 HOURS AT TIME AND ONE-HALF	1	11					1	65	10		2	.9	86	.3
8 HOURS AT TIME AND ONE-HALF	4	296									4	1.8	296	1.1
12 HOURS AT TIME AND ONE-HALF							2	37	10		2	.9	47	.2
EXCESSIVE OVERTIME RATE VARIES FOR DIFFERENT GROUPS OF EMPLOYEES							1	28	9		1	.4	37	.1
DOUBLE TIME	9	766	1	15			1	1	2		11	4.6	786	3.1
EQUIVALENT TIME OFF OR PAY AT 1.50 TIME			1	428							1	.4	428	1.7
1.50 TIME OFF OR PAY AT 1.50 TIME			1	3							1	.4	3	.0
DOUBLE TIME OFF OR PAY AT DOUBLE TIME	1	43									1	.4	43	.2
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES							1	126	35		1	.4	161	.6
T O T A L	142	13488	53	5596	2	254	31	2203	4149	55	228	100.0	25745	100.0

TABLE 15

COMPENSATION FOR WORK NOT REGULARLY SCHEDULED ON SIXTH DAY UNDER ONTARIO
MUNICIPAL AGREEMENTS - 1974

AMOUNT OF COMPENSATION	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE, OFFICE AND PROFESSIONAL E M P L O Y E E S				T O T A L AGREEMENTS EMPLOYEES PER PER			
	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	NON- OFF.	OFF.	PROF.	NO.	CENT	NO.	CENT
NO PROVISION	106	6396	42	3900	1	190	21	1356	3852	55	170	74.6	15749	61.2
TIME AND ONE-HALF DOUBLE TIME PAID AFTER FIRST 8 HOURS AT TIME AND ONE-HALF	29	6702	7	690			9	817	293		45	19.7	8502	33.0
DOUBLE TIME	1	34									1	.4	34	.1
DOUBLE TIME	6	356	1	372			1	30	4		8	3.5	762	3.0
EQUIVALENT TIME OFF					1	64					1	.4	64	.2
EQUIVALENT TIME OFF OR PAY AT 1.50 TIME			1	428							1	.4	428	1.7
1.50 TIME OFF OR PAY AT 1.50 TIME			2	206							2	.9	206	.8
T O T A L	142	13468	53	5596	2	254	31	2203	4149	55	228	100.0	25745	100.0

TABLE 16

COMPENSATION FOR WORK NOT REGULARLY SCHEDULED ON SUNDAY UNDER ONTARIO
MUNICIPAL AGREEMENTS - 1974

AMOUNT OF COMPENSATION	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE, OFFICE AND PROFESSIONAL E M P L O Y E E S			T O T A L AGREEMENTS EMPLOYEES				
	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	OFF.	OFF, PROF.	NO.	PER CENT	NO.	PER CENT	
NO PROVISION	42	7308	17	1208	2	254	3	50	14	64	28.1	8834	34.3	
STRAIGHT TIME														
TIME AND ONE-HALF PAID AFTER FIRST 5 HOURS AT STRAIGHT TIME	1	45								1	.4	45	.2	
TIME AND ONE-HALF	21	1193	10	2486			5	1035	2927	55	36	15.8	7696	29.9
DOUBLE TIME PAID AFTER FIRST 12 HOURS AT TIME AND ONE-HALF							2	37	10	2	.9	47	.2	
DOUBLE TIME	76	4843	21	1369			18	927	645	115	50.4	7784	30.2	
TRIPLE TIME PAID AFTER FIRST 8 HOURS AT DOUBLE TIME	1	56								1	.4	56	.2	
DOUBLE TIME AND ONE-HALF			1	6						1	.4	6	.0	
EQUIVALENT TIME OFF OR PAY AT 1.50 TIME			1	428						1	.4	428	1.7	
DOUBLE TIME OFF OR PAY AT DOUBLE TIME	1	43	3	99						4	1.8	142	.6	
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES							3	154	553	3	1.3	707	2.7	
T O T A L	142	13488	53	5596	2	254	31	2203	4149	55	228	100.0	25745	100.0

TABLE 17

COMPENSATION FOR WORK NOT REGULARLY SCHEDULED ON SEVENTH DAY UNDER ONTARIO
MUNICIPAL AGREEMENTS - 1974

AMOUNT OF COMPENSATION	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE, OFFICE AND PROFESSIONAL E M P L O Y E E S				T O T A L AGREEMENTS EMPLOYEES			
	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	NON- OFF.	OFF.	PROF.	NO.	PER CENT	NO.	PER CENT
NO PROVISION	107	6517	42	3900			20	1302	3817	55	169	74.1	15591	60.6
TIME AND ONE-HALF	16	5047	6	447			4	199	51		26	11.4	5744	22.3
DOUBLE TIME	19	1924	2	615			7	702	281		28	12.3	3522	13.7
EQUIVALENT TIME OFF					2	254					2	.9	254	1.0
EQUIVALENT TIME OFF OR PAY AT 1.50 TIME			1	428							1	.4	428	1.7
1.50 TIME OFF OR PAY AT 1.50 TIME			1	46							1	.4	46	.2
DOUBLE TIME OFF OR PAY AT DOUBLE TIME			1	160							1	.4	160	.6
T O T A L	142	13488	53	5596	2	254	31	2203	4149	55	228	100.0	25745	100.0

TABLE 18
 PAYMENT FOR OR SUPPLY OF MEALS UNDER ONTARIO
 MUNICIPAL AGREEMENTS - 1974

AMOUNT OF PAYMENT	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE, OFFICE AND PROFESSIONAL EMPLOYEES				TOTAL AGREEMENTS EMPLOYEES			
	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	NON- OFF.	OFF.	PROF.	NO.	PER CENT	NO.	PER CENT
NO PROVISION	93	9583	36	4421	2	254	15	1357	3064	55	146	64.0	18734	72.8
\$ 1.50 PER MEAL PAID AFTER														
2 HOURS OF OVERTIME			1	12							1	.4	12	.0
3 HOURS OF OVERTIME	1	40									1	.4	40	.2
4 HOURS OF OVERTIME							1	55	22		1	.4	77	.3
UNSPECIFIED HOURS			1	35							1	.4	35	.1
\$ 1.75 PER MEAL PAID AFTER														
3 HOURS OF OVERTIME	1	14									1	.4	14	.1
\$ 2.00 PER MEAL PAID AFTER														
1 HOURS OF OVERTIME	1	71									1	.4	71	.3
1-1/2 HOURS OF OVERTIME	2	67									2	.9	67	.3
2 HOURS OF OVERTIME	11	1795	4	545			3	86	320		18	7.9	2746	10.7
2-1/2 HOURS OF OVERTIME	1	19	1	3							2	.9	22	.1
3 HOURS OF OVERTIME	4	144									4	1.8	144	.6
4 HOURS OF OVERTIME	1	45	1	13			1	257	68		3	1.3	383	1.5
UNSPECIFIED HOURS	2	60									2	.9	60	.2
\$ 2.25 PER MEAL PAID AFTER														
2 HOURS OF OVERTIME	1	140	1	24							2	.9	164	.6
4 HOURS OF OVERTIME	1	72									1	.4	72	.3
\$ 2.50 PER MEAL PAID AFTER														
2 HOURS OF OVERTIME	2	16					3	274	131		5	2.2	421	1.6
4 HOURS OF OVERTIME	2	80					2	22	6		4	1.8	108	.4
UNSPECIFIED HOURS	1	45									1	.4	45	.2
\$ 2.65 PER MEAL PAID AFTER														
2 HOURS OF OVERTIME	2	20	1	15							3	1.3	35	.1
\$ 2.75 PER MEAL PAID AFTER														
2 HOURS OF OVERTIME	1	58	1	160							2	.9	218	.8
UNSPECIFIED HOURS							1	20	5		1	.4	25	.1
\$ 3.00 PER MEAL PAID AFTER														
2 HOURS OF OVERTIME			2	263			1	65	10		3	1.3	336	1.3

(cont'd)

TABLE 18 (cont'd)

PAYMENT FOR OR SUPPLY OF MEALS UNDER ONTARIO
MUNICIPAL AGREEMENTS - 1974

AMOUNT OF PAYMENT	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE, OFFICE AND PROFESSIONAL EMPLOYEES			TOTAL EMPLOYEES			
	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	NON- OFF.	OFF., PROF.	NO.	PER CENT	NO.	PER CENT
\$ 3.50 PER MEAL PAID AFTER 2 HOURS OF OVERTIME 4 HOURS OF OVERTIME UNSPECIFIED HOURS							1	30	4	1	.4	34	.1
			1	7						1	.4	7	.0
		1 11								1	.4	11	.0
\$ 4.00 PER MEAL PAID AFTER 2 HOURS OF OVERTIME							2	37	10	2	.9	47	.2
\$ 2.00 PER MEAL PAID OR MEAL SUPPLIED AFTER 3 HOURS OF OVERTIME										1	.4	4	.0
		1 4											
\$ 2.50 PER MEAL PAID OR MEAL SUPPLIED AFTER 1 HOURS OF OVERTIME 2 HOURS OF OVERTIME 3 HOURS OF OVERTIME										1	.4	5	.0
		1 5								1	.4	66	.3
		1 66								2	.9	84	.3
		1 34	1	50									
MEALS FURNISHED BY EMPLOYER AFTER 1 HOURS OF OVERTIME 2 HOURS OF OVERTIME 4 HOURS OF OVERTIME										2	.9	73	.3
		2 73								6	2.6	943	3.7
		4 845	2	48						1	.4	22	.1
		1 22											
PAYMENT OR OVERTIME HOURS NOT SPECIFIED		1 20								1	.4	20	.1
OTHER		2 89					1		509	3	1.3	598	2.3
TOTAL		142 13468	53	5596	2	254	31	2203	4149	55	228	100.0	25745 100.0

SECTION 4

SHIFT PREMIUMS

TABLE 19
SECOND SHIFT PREMIUMS UNDER ONTARIO
MUNICIPAL AGREEMENTS - 1974

AMOUNT OF PREMIUM	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE, OFFICE AND PROFESSIONAL EMPLOYEES			TOTAL EMPLOYEES				
	AGTS. EMPLS.		AGTS. E. PLS.		AGTS. EMPLS.		AGTS. NON- OFF. OFF. PROF.			AGREEMENTS PER NO. CENT		EMPLOYEES PER NO. CENT		
NO PROVISION	61	1134	53	952	2	254	12	188	81	108	47.4	2609	10.1	
CENTS PER HOUR														
10.0 CENTS	5	181								5	2.2	181	.7	
12.0 CENTS	4	159	2	64						6	2.6	223	.9	
13.0 CENTS	2	95								2	.9	95	.4	
14.0 CENTS	2	217								2	.9	217	.8	
15.0 CENTS	13	1292	1	124			6	172	90	20	8.8	1678	6.5	
16.0 CENTS	2	281	2	263			1	20	5	5	2.2	569	2.2	
17.0 CENTS	10	1285	3	195			2	257	577	15	6.6	2314	9.0	
18.0 CENTS	10	741	1	10			1	30	9	12	5.3	790	3.1	
20.0 CENTS	17	5648	5	2718			4	438	2311	26	11.4	11170	43.4	
22.0 CENTS	5	1937	3	795						8	3.5	2732	10.6	
25.0 CENTS	4	377								4	1.8	377	1.5	
35.0 CENTS	1	56								1	.4	56	.2	
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	16					1	44	6	2	.9	66	.3	
CHANGES DURING TERM OF AGREEMENT	1	12								1	.4	12	.0	
FLAT AMOUNT PER SHIFT \$ 1.35 PER SHIFT			1	300						1	.4	300	1.2	
PER CENT OF WAGES														
4.0 PER CENT	1	12								1	.4	12	.0	
5.0 PER CENT	3	45	2	175			3	384	581	8	3.5	1185	4.6	
TIME DIFFERENTIAL AND CENTS PER HOUR							1	670	469	1	.4	1159	4.5	
TOTAL	142	13488	53	5546	2	254	31	2203	4149	55	228	100.0	25745	100.0

TABLE 20
THIRD SHIFT PREMIUMS UNDER ONTARIO
MUNICIPAL AGREEMENTS - 1974

AMOUNT OF PREMIUM	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE, OFFICE AND PROFESSIONAL E M P L O Y E E S			T O T A L AGREEMENTS PER EMPLOYEES PER				
	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	NON- OFF.	OFF. PROF.	NO.	CENT	NO.	CENT	
NO PROVISION	59	1105	33	952	2	254	10	137	65	104	45.6	2513	9.8	
CENTS PER HOUR														
10.0 CENTS	3	31					1	28	9	4	1.8	68	.3	
12.0 CENTS	3	49								3	1.3	49	.2	
15.0 CENTS	11	594	3	188			5	163	85	19	8.3	1030	4.0	
16.0 CENTS	1	700								1	.4	700	2.7	
17.0 CENTS	3	219	1	50						4	1.8	269	1.0	
18.0 CENTS	12	857								12	5.3	857	3.3	
19.0 CENTS	3	155					1		509	4	1.8	664	2.6	
20.0 CENTS	22	5900	6	2753			8	757	2400	36	15.8	11865	46.1	
21.0 CENTS	3	275					1	20	5	4	1.8	300	1.2	
22.0 CENTS	7	2563	3	795						10	4.4	3358	13.0	
23.0 CENTS	2	296	2	263						4	1.8	559	2.2	
25.0 CENTS	6	603	2	120						8	3.5	723	2.8	
35.0 CENTS	1	56								1	.4	56	.2	
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	16					1	44	6	2	.9	66	.3	
CHANGES DURING TERM OF AGREEMENT	1	12								1	.4	12	.0	
FLAT AMOUNT PER SHIFT \$ 1.35 PER SHIFT			1	300						1	.4	300	1.2	
PER CENT OF WAGES														
4.0 PER CENT	1	12								1	.4	12	.0	
5.0 PER CENT	3	45	2	175			2	72	11	7	3.1	303	1.2	
TIME DIFFERENTIAL 9.0 HOURS PAY FOR 8.0 HOURS WORK							1	312	570	1	.4	882	3.4	
OTHER							1	670	489	1	.4	1159	4.5	
T O T A L	142	13488	53	5596	2	254	31	2203	4149	55	228	100.0	25745	100.0

SECTION 5

PAY GUARANTEES

TABLE 21
 REPORTING PAY GUARANTEES UNDER ONTARIO
 MUNICIPAL AGREEMENTS - 1974

MINIMUM GUARANTEE	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE, OFFICE AND PROFESSIONAL EMPLOYEES				T O T A L AGREEMENTS PER EMPLOYEES			
	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	OFF.	OFF.	PROF.	NO.	CENT	NO.	CENT
NO PROVISION	86	4016	51	5582	2	254	21	897	2971	55	160	70.2	13775	53.5
1.5 HOURS OF WORK OR PAY	1	142									1	.4	142	.6
2.0 HOURS OF WORK OR PAY	6	332					1	44	6		7	3.1	382	1.5
3.0 HOURS OF WORK OR PAY	10	2432									10	4.4	2432	9.4
4.0 HOURS OF WORK OR PAY	28	5378	2	14			5	1026	1088		35	15.4	7506	29.2
6.0 HOURS OF WORK OR PAY	1	5									1	.4	5	.0
GRADUATED PAYMENTS	2	48					1	30	4		3	1.3	82	.3
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES							1	15	35		1	.4	50	.2
OTHER	8	1135					2	191	45		10	4.4	1371	5.3
T O T A L	142	13488	53	5596	2	254	31	2203	4149	55	228	100.0	25745	100.0

TABLE 22

CALL-BACK PAY GUARANTEE UNDER ONTARIO
MUNICIPAL AGREEMENTS - 1974

MINIMUM GUARANTEE AND RATE OF PAY	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE, OFFICE AND PROFESSIONAL EMPLOYEES				T O T A L AGREEMENTS PER EMPLOYEES PER			
	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	OFF.	OFF.	PROF.	NO.	CENT	NO.	CENT
NO PROVISION	12	660	14	804			3	694	500		29	12.7	2658	10.3
MINIMUM OF 1.0 HOURS AT DOUBLE TIME			1	61							1	.4	61	.2
MINIMUM OF 2.0 HOURS AT STRAIGHT TIME	3	130			2	254					5	2.2	384	1.5
TIME AND ONE-HALF	20	716	7	694			3	287	1929	55	30	13.2	3681	14.3
DOUBLE TIME	1	56									1	.4	56	.2
MINIMUM OF 3.0 HOURS AT STRAIGHT TIME	5	777									5	2.2	777	3.0
TIME AND ONE-HALF	10	2468	6	413							16	7.0	2881	11.2
MINIMUM OF 4.0 HOURS AT STRAIGHT TIME	1	34	1	123			3	82	13		5	2.2	252	1.0
TIME AND ONE-HALF	1	9									1	.4	9	.0
MINIMUM OF 2.0 HOURS AT STRAIGHT TIME OR ACTUAL HOURS WORKED AT PREMIUM RATE, WHICHEVER IS GREATER	7	836	2	45			1	512	570		10	4.4	1763	6.8
MINIMUM OF 3.0 HOURS AT STRAIGHT TIME OR ACTUAL HOURS WORKED AT PREMIUM RATE, WHICHEVER IS GREATER	5	60	3	205							8	3.5	265	1.0
MINIMUM OF 4.0 HOURS AT STRAIGHT TIME OR ACTUAL HOURS WORKED AT PREMIUM RATE, WHICHEVER IS GREATER	6	798	5	58			4	318	143		13	5.7	1297	5.0
MINIMUM OF 5.0 HOURS AT STRAIGHT TIME OR ACTUAL HOURS WORKED AT PREMIUM RATE, WHICHEVER IS GREATER	1	16									1	.4	16	.1
MINIMUM OF 1.0 HOURS AT APPLICABLE OVERTIME RATE	1	4					1	9	2		2	.9	15	.1
MINIMUM OF 1.5 HOURS AT APPLICABLE OVERTIME RATE	2	9									2	.9	9	.0

(cont'd)

TABLE 22 (cont'd)

CALL-BACK PAY GUARANTEE UNDER ONTARIO
MUNICIPAL AGREEMENTS - 1974

MINIMUM GUARANTEE AND RATE OF PAY	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE, OFFICE AND PROFESSIONAL E M P L O Y E E S			T O T A L AGREEMENTS PER EMPLOYEES PER				
	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	OFF.	OFF.	PROF.	NO.	CENT	NO.	CENT
MINIMUM OF 2.0 HOURS AT APPLICABLE OVERTIME RATE	29	2072	11	2763			5	125	73		45	19.7	5033	19.5
MINIMUM OF 2.5 HOURS AT APPLICABLE OVERTIME RATE							1	20	5		1	.4	25	.1
MINIMUM OF 3.0 HOURS AT APPLICABLE OVERTIME RATE	18	1566	4	444			4	101	320		26	11.4	2431	9.4
MINIMUM OF 4.0 HOURS AT APPLICABLE OVERTIME RATE	6	173	1	6			3	106	43		10	4.4	328	1.3
MINIMUM OF 2.0 HOURS, RATE NOT SPECIFIED	2	118					1	23	7		3	1.3	148	.6
MINIMUM OF 3.0 HOURS, RATE NOT SPECIFIED	1	2000									1	.4	2000	7.8
MINIMUM OF 4.0 HOURS, RATE NOT SPECIFIED	5	77									5	2.2	77	.3
GUARANTEE OF \$ 3.50 FOR EACH CALL-BACK	1	45									1	.4	45	.2
OTHER	4	858					2	126	544		6	2.6	1528	5.9
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	6									1	.4	6	.0
T O T A L	142	13488	53	5596	2	254	31	2203	4149	55	228	100.0	25745	100.0

SECTION 6

ALLOWANCES FOR WORK CLOTHING OR UNIFORMS

TABLE 23

SUPPLY OF OR ALLOWANCES FOR WORK CLOTHING OR UNIFORMS UNDER ONTARIO
MUNICIPAL AGREEMENTS - 1974

PROVISION	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE, OFFICE AND PROFESSIONAL E M P L O Y E E S				T O T A L AGREEMENTS EMPLOYEES			
	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	OFF.	OFF.	PROF.	NO.	CENT	NO.	CENT
NO PROVISION	53	2074	38	4413	2	254	14	1240	3497	55	107	46.9	11533	44.8
SUPPLIED AT NO COST TO EMPLOYEES	71	10884	13	1032			14	904	354		98	43.0	13174	51.2
SUPPLIED AT SOME COST TO EMPLOYEES	4	121									4	1.8	121	.5
EMPLOYER MAKES A MONETARY ALLOWANCE	11	233					2	7	5		13	5.7	245	1.0
INITIAL WORK CLOTHING SUPPLIED - NO COST - MONETARY ALLOWANCE FOR REPLACEMENTS	1	42	1	28							2	.9	70	.3
OTHER	2	134	1	123			1	52	293		4	1.8	602	2.3
T O T A L	142	13488	53	5596	2	254	31	2203	4149	55	228	100.0	25745	100.0

TABLE 24

MAINTENANCE OF OR ALLOWANCE FOR MAINTENANCE OF WORK CLOTHING OR UNIFORMS UNDER ONTARIO
MUNICIPAL AGREEMENTS - 1974

PROVISION	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE, OFFICE AND PROFESSIONAL E M P L O Y E E S				T O T A L AGREEMENTS		EMPLOYEES	
	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	OFF.	OFF.	PROF.	NO.	CENT	NO.	PER CENT
NO PROVISION	119	8703	51	5482	2	254	26	1752	3944	55	198	86.8	20190	78.4
MAINTAINED AT NO COST TO EMPLOYEES	22	4623	1	50			4	325	170		27	11.8	5168	20.1
EMPLOYER MAKES MONETARY ALLOWANCE FOR MAINTENANCE OF WORK CLOTHING	1	162	1	64			1	126	35		3	1.3	387	1.5
T O T A L	142	13488	53	5596	2	254	31	2203	4149	55	228	100.0	25745	100.0

SECTION 7

PAY FOR TIME NOT WORKED

TABLE 25
PAID REST OR RELIEF PERIODS UNDER ONTARIO
MUNICIPAL AGREEMENTS - 1974

DAILY TIME ALLOWANCE	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE, OFFICE AND PROFESSIONAL EMPLOYEES				T O T A L AGREEMENTS EMPLOYEES			
	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	OFF.	OFF.	PROF.	NO.	CENT	NO.	CENT
NO PROVISION	39	4781	16	3043	2	254	10	1472	1217		67	29.4	10767	41.8
1 PERIOD OF 15 MINUTES	2	71	1	65							3	1.3	136	.5
2 PERIODS, EACH 10 MINUTES	43	5211	4	134			3	41	1866	55	50	21.9	7307	28.4
2 PERIODS, EACH 15 MINUTES	52	2503	28	1833			15	635	1033		95	41.7	6004	23.3
2 PERIODS, EACH 20 MINUTES							1	7	2		1	.4	9	.0
2 PERIODS, DURATION VARIES FOR DIFFERENT GROUPS OF EMPLOYEES							1	25	22		1	.4	47	.2
2 PERIODS, DURATION VARIES FOR MORNING AND AFTERNOON	2	825	2	482							4	1.8	1307	5.1
2 PERIODS, DURATION NOT SPECIFIED	3	40	1	6							4	1.8	46	.2
PERIODS AND DURATION NOT SPECIFIED							1	23	9		1	.4	32	.1
OTHER	1	57	1	33							2	.9	90	.3
T O T A L	142	13488	53	5596	2	254	31	2203	4149	55	228	100.0	25745	100.0

TABLE 26

PAID CLEAN-UP OR CLOTHES CHANGING TIME UNDER ONTARIO
MUNICIPAL AGREEMENTS - 1974

DAILY TIME ALLOWANCE	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE, OFFICE AND PROFESSIONAL EMPLOYEES				T O T A L AGREEMENTS PER EMPLOYEES PER			
	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	OFF.	OFF.	PROF.	NO.	CENT	NO.	CENT
NO PROVISION	117	9767	53	5596	2	254	27	2092	3842	55	199	87.3	21606	83.9
1 PERIOD OF 5 MINUTES	4	1965					1	44	6		5	2.2	2015	7.8
1 PERIOD OF 10 MINUTES	3	89									3	1.3	89	.3
1 PERIOD OF 15 MINUTES	1	12									1	.4	12	.0
2 PERIODS, EACH 5 MINUTES	10	1253					3	67	301		13	5.7	1621	6.3
2 PERIODS, EACH 10 MINUTES	3	45									3	1.3	45	.2
2 PERIODS, EACH 15 MINUTES	1	56									1	.4	56	.2
2 PERIODS, DURATION VARIES FOR MORNING AND AFTERNOON	1	16									1	.4	16	.1
PERIODS AND DURATION NOT SPECIFIED	2	285									2	.9	285	1.1
T O T A L	142	13468	53	5596	2	254	31	2203	4149	55	228	100.0	25745	100.0

TABLE 27

PAID JURY DUTY LEAVE UNDER ONTARIO
MUNICIPAL AGREEMENTS - 1974

AMOUNT OF PAY	NON-OFFICE		OFFICE		PROFESSIONAL	NON-OFFICE, OFFICE AND PROFESSIONAL EMPLOYEES				T O T A L AGREEMENTS EMPLOYEES				
	AGTS. EMPLS.		AGTS. EMPLS.			NON-		OFF. PROF.		PER		PER		
	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	OFF.	OFF.	PROF.	NO.	CENT	NO.	CENT
NO PROVISION	30	861	6	219			6	80	19		42	18.4	1179	4.6
DIFFERENCE BETWEEN REGULAR PAY AND JURY FEES	108	11912	43	5213			25	2123	4130	55	176	77.2	23433	91.0
NOT SPECIFIED	3	673	3	136	2	254					8	3.5	1063	4.1
OTHER	1	42	1	26							2	.9	70	.3
T O T A L	142	13488	53	5596	2	254	31	2203	4149	55	228	100.0	25745	100.0

TABLE 28
PAID BEREAVEMENT LEAVE UNDER ONTARIO
MUNICIPAL AGREEMENTS - 1974

MAXIMUM NUMBER OF DAYS ALLOWED	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE, OFFICE AND PROFESSIONAL EMPLOYEES PER NON- OFF. PRUF.				TOTAL AGREEMENTS PER EMPLOYEES PER			
	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	OFF.	OFF.	PRUF.	NO.	CENT	NO.	CENT
NO PROVISION	10	267									10	4.4	267	1.0
IMMEDIATE FAMILY ONLY 3.0 DAYS	63	7615	17	2970			19	1734	3450	55	99	43.4	15824	61.5
3.0 DAYS FOR DEATH IN IMMEDIATE FAMILY, .5 DAYS FOR CLOSE OR OTHER RELATIVES	2	32									2	.9	32	.1
3.0 DAYS FOR DEATH IN IMMEDIATE FAMILY, 1.0 DAYS FOR CLOSE OR OTHER RELATIVES	35	1618	17	737			9	403	683		61	26.8	3441	13.4
3.0 DAYS FOR DEATH IN IMMEDIATE FAMILY, 2.0 DAYS FOR CLOSE OR OTHER RELATIVES	1	60	1	48			1	21	4		3	1.3	133	.5
4.0 DAYS FOR DEATH IN IMMEDIATE FAMILY, 3.0 DAYS FOR CLOSE OR OTHER RELATIVES							1	28	9		1	.4	37	.1
5.0 DAYS FOR DEATH IN IMMEDIATE FAMILY, 3.0 DAYS FOR CLOSE OR OTHER RELATIVES	1	16									1	.4	16	.1
3.0 DAYS FOR DEATH IN IMMEDIATE FAMILY, 2.0 DAYS FOR CLOSE RELATIVES AND .5 DAYS FOR OTHER RELATIVES			1	13							1	.4	13	.1
3.0 DAYS FOR DEATH IN IMMEDIATE FAMILY, 2.0 DAYS FOR CLOSE RELATIVES AND 1.0 DAYS FOR OTHER RELATIVES	4	1402	1	372							5	2.2	1774	6.9
4.0 DAYS FOR DEATH IN IMMEDIATE FAMILY, 2.0 DAYS FOR CLOSE RELATIVES AND 1.0 DAYS FOR OTHER RELATIVES	1	14									1	.4	14	.1
4.0 DAYS FOR DEATH IN IMMEDIATE FAMILY, 3.0 DAYS FOR CLOSE RELATIVES AND 1.0 DAYS FOR OTHER RELATIVES	1	66									1	.4	66	.3
5.0 DAYS FOR DEATH IN IMMEDIATE FAMILY, 3.0 DAYS FOR CLOSE RELATIVES AND LEAVE FOR OTHER RELATIVES AT EMPLOYERS DISCRETION	1	21	1	11							2	.9	32	.1

(cont'd)

TABLE 28 (cont'd)

PAID BEREAVEMENT LEAVE UNDER ONTARIO
MUNICIPAL AGREEMENTS - 1974

MAXIMUM NUMBER OF DAYS ALLOWED	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE, OFFICE AND PROFESSIONAL E M P L O Y E E S				T O T A L AGREEMENTS PER EMPLOYEES PER			
	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	OFF.	OFF.	PROF.	NO.	CENT	NO.	CENT
7.0 DAYS FOR DEATH IN IMMEDIATE FAMILY, 3.0 DAYS FOR CLOSE RELATIVES AND 1.0 DAYS FOR OTHER RELATIVES			1	89							1	.4	89	.3
3.0 DAYS BASIC LEAVE WITH 1.0 ADDITIONAL DAYS IF TRAVEL INVOLVED	2	150	1	11							3	1.3	161	.6
3.0 DAYS BASIC LEAVE WITH 2.0 ADDITIONAL DAYS IF TRAVEL INVOLVED	3	709	3	558							6	2.6	1267	4.9
3.0 DAYS BASIC LEAVE WITH 3.0 ADDITIONAL DAYS IF TRAVEL INVOLVED	2	9									2	.9	9	.0
3.0 DAYS BASIC LEAVE WITH 4.0 ADDITIONAL DAYS IF TRAVEL INVOLVED	1	114	1	42							2	.9	156	.6
3.0 DAYS BASIC LEAVE WITH 7.0 ADDITIONAL DAYS IF TRAVEL INVOLVED	2	19					1	17	3		3	1.3	39	.2
3.0 DAYS BASIC LEAVE WITH ADDITIONAL DAYS IF TRAVEL INVOLVED, AT EMPLOYERS DISCRETION	1	56									1	.4	56	.2
PAID SICK LEAVE ALLOWANCE USED FOR BEREAVEMENT LEAVE	1	7	1	32							2	.9	39	.2
NOT SPECIFIED	3	92	2	9							5	2.2	101	.4
OTHER	8	1221	6	704	2	254					16	7.0	2179	8.5
T O T A L	142	13488	53	5596	2	254	31	2203	4149	55	228	100.0	25745	100.0

TABLE 29

AMOUNT OF PAID SICK LEAVE UNDER ONTARIO
MUNICIPAL AGREEMENTS - 1974

AMOUNT OF LEAVE	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE, OFFICE AND PROFESSIONAL EMPLOYEES				T O T A L EMPLOYEES				
	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	OFF.	OFF.	PROF.	AGREEMENTS PER CENT	NO.	PER CENT	NO.	PER CENT
NO PAID SICK LEAVE PLAN	6	55										6	2.6	55	.2
6 DAYS PER YEAR	1	14										1	.4	14	.1
9 DAYS PER YEAR	1	7										1	.4	7	.0
10 DAYS PER YEAR	1	7										1	.4	7	.0
12 DAYS PER YEAR	4	75	1	12								5	2.2	87	.3
15 DAYS PER YEAR	3	23	1	7								4	1.8	30	.1
18 DAYS PER YEAR	101	12400	42	5126	2	254	25	1743	3993	55		170	74.6	23571	91.6
21 DAYS PER YEAR	2	47	1	8								3	1.3	55	.2
24 DAYS PER YEAR	3	17										3	1.3	17	.1
26 DAYS PER YEAR							1	257	68			1	.4	325	1.3
VARIES WITH LENGTH OF SERVICE	2	126	1	60			1	15	35			4	1.8	236	.9
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES			1	54								1	.4	54	.2
ALLOWANCE MADE PER SICKNESS	6	143	2	60								8	3.5	203	.8
OTHER	12	574	4	269			4	188	53			20	8.8	1084	4.2
T O T A L	142	13488	53	5596	2	254	31	2203	4149	55		226	100.0	25745	100.0

TABLE 30

SERVICE REQUIREMENTS FOR PAID SICK LEAVE UNDER ONTARIO
MUNICIPAL AGREEMENTS - 1974

PERIOD OF SERVICE	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE, OFFICE AND PROFESSIONAL E M P L O Y E E S			T O T A L AGREEMENTS PER NO. CENT EMPLOYEES PER NO. CENT				
	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	NON- OFF.	OFF.	PROF.	NO.	CENT	NO.	CENT
NO PROVISION	62	2818	26	1291	2	254	19	524	164		109	47.8	5051	19.6
30 CALENDAR DAYS	1	50	1	35							2	.9	85	.3
60 CALENDAR DAYS	1	7									1	.4	7	.0
90 CALENDAR DAYS	7	1042	3	381			2	67	328		12	5.3	1818	7.1
30 WORKING DAYS	1	34									1	.4	34	.1
45 WORKING DAYS	1	56	1	61			1	260	126		3	1.3	503	2.0
60 WORKING DAYS	3	259									3	1.3	259	1.0
65 WORKING DAYS	3	163									3	1.3	163	.6
90 WORKING DAYS	3	97	1	12							4	1.8	109	.4
1 MONTHS	3	59									3	1.3	59	.2
2 MONTHS	1	9					1	10	2		2	.9	21	.1
3 MONTHS	19	1988	8	1071			3	332	95		30	13.2	3486	13.5
4 MONTHS	2	39	1	32							3	1.3	71	.3
5 MONTHS	1	11									1	.4	11	.0
6 MONTHS	17	1794	10	768			2	28	1866	55	29	12.7	4511	17.5
8 MONTHS	3	840					1		509		4	1.8	1349	5.2
12 MONTHS	12	4139									12	5.3	4139	16.1
OTHER	2	83	2	1945			2	982	1059		6	2.6	4069	15.8
T O T A L	142	13486	53	5596	2	254	31	2203	4149	55	228	100.0	25745	100.0

TABLE 31

MAXIMUM ACCUMULATION OF UNUSED SICK LEAVE UNDER ONTARIO
MUNICIPAL AGREEMENTS - 1974

MAXIMUM ACCUMULATION ALLOWED	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE, OFFICE AND PROFESSIONAL E M P L O Y E E S				T O T A L AGREEMENTS PER		EMPLOYEES PER	
	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	OFF.	OFF.	PROF.	NO.	CENT	NO.	CENT
NO PAID SICK LEAVE PLAN	6	55									6	2.6	55	.2
UNUSED SICK LEAVE NOT CUMULATIVE	7	188	3	120							10	4.4	308	1.2
UNDER 60 DAYS	1	14									1	.4	14	.1
60 - 89 DAYS	1	3	1	28			1	9	2		3	1.3	42	.2
90 - 119 DAYS	3	25					1	44	6		4	1.8	75	.3
120 - 149 DAYS	2	143					2	23	6		4	1.8	172	.7
150 - 179 DAYS	2	17					3	44	12		5	2.2	73	.3
180 - 209 DAYS	18	325	3	167			2	48	14		23	10.1	554	2.2
210 - 239 DAYS							1	19	3		1	.4	22	.1
240 - 269 DAYS	7	313	1	50			2	18	4		10	4.4	385	1.5
300 OR MORE DAYS	7	1003	3	54			2	257	577		12	5.3	1891	7.3
VARIES WITH LENGTH OF SERVICE	1	117					1	15	35		2	.9	167	.6
CHANGES DURING TERM OF AGREEMENT	1	26	1	8							2	.9	34	.1
NO LIMIT SPECIFIED	72	10701	38	4915	2	254	14	1577	3448	55	126	55.3	20950	81.4
SICK LEAVE CONVERTED TO CASH AT YEAR END	2	27									2	.9	27	.1
OTHER	12	531	3	254			2	149	42		17	7.5	976	3.8
T O T A L	142	13488	53	5596	2	254	31	2203	4149	55	228	100.0	25745	100.0

TABLE 32
PAYMENT FOR UNUSED SICK LEAVE ON TERMINATION OF EMPLOYMENT UNDER ONTARIO
MUNICIPAL AGREEMENTS - 1974

PER CENT OF UNUSED ALLOWANCE PAID	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE, OFFICE AND PROFESSIONAL E M P L O Y E E S				T O T A L AGREEMENTS PER EMPLOYEES PER			
	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	OFF.	OFF.	PROF.	NO.	CENT	NO.	CENT
NO PAID SICK LEAVE PLAN	6	55									6	2.6	55	.2
NO REFERENCE TO PAYMENT FOR UNUSED ALLOWANCE	30	968	9	381			6	189	70		45	19.7	1608	6.2
PER CENT OF UNUSED ALLOWANCE PAID FOR UNDER PLANS SPECIFYING PAYMENT														
25.0 PER CENT	1	21	1	11							2	.9	32	.1
50.0 PER CENT	84	10683	34	4558	2	254	19	1807	3516	55	139	61.0	20873	81.1
55.0 PER CENT							1	30	4		1	.4	34	.1
66.6 PER CENT							1	9	5		1	.4	14	.1
100.0 PER CENT	6	349	2	130							8	3.5	479	1.9
VARIES WITH LENGTH OF SERVICE	7	962	2	69			2	19	512		11	4.8	1562	6.1
OTHER	8	450	5	447			2	149	42		15	6.6	1086	4.2
T O T A L	142	13488	53	5596	2	254	31	2203	4149	55	228	100.0	25745	100.0

TABLE 33

MAXIMUM DAYS OF UNUSED SICK LEAVE PAID FOR ON TERMINATION OF EMPLOYMENT UNDER ONTARIO
MUNICIPAL AGREEMENTS - 1974

MAXIMUM DAYS PAID FOR	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE, OFFICE AND PROFESSIONAL EMPLOYEES			T O T A L AGREEMENTS EMPLOYEES				
	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	NON- OFF.	OFF.	PROF.	NO.	PER CENT	NO.	PER CENT
NO PAID SICK LEAVE PLAN	6	55									6	2.6	55	.2
NO REFERENCE TO PAYMENT FOR UNUSED ALLOWANCE	30	968	9	381			6	189	70		45	19.7	1608	6.2
38 DAYS			1	28							1	.4	28	.1
90 DAYS	3	71					1	21	4		4	1.6	96	.4
100 DAYS	1	5	1	33							2	.9	38	.1
120 DAYS	1	9									1	.4	9	.0
130 DAYS	2	206			2	254	1	312	570		5	2.2	1342	5.2
150 DAYS	1	19	1	3							2	.9	22	.1
180 DAYS	61	4029	28	1867			12	1391	1038		101	44.3	8725	33.9
240 DAYS	1	36									1	.4	36	.1
260 DAYS							1	55	22		1	.4	77	.3
VARIES WITH LENGTH OF SERVICE	11	6840	6	2907			3	19	2309	55	20	8.8	12190	47.3
MAXIMUM DAYS NOT SPECIFIED	16	374	2	82			5	67	34		23	10.1	557	2.2
OTHER	9	476	5	295			2	149	42		16	7.0	962	3.7
T O T A L	142	13488	53	5596	2	254	31	2203	4149	55	228	100.0	25745	100.0

TABLE 34

PAYMENT FOR UNUSED SICK LEAVE ON RETIREMENT UNDER ONTARIO
MUNICIPAL AGREEMENTS - 1974

PER CENT OF UNUSED ALLOWANCE PAID	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE, OFFICE AND PROFESSIONAL E M P L O Y E E S			T O T A L AGREEMENTS EMPLOYEES				
	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	OFF.	OFF.	PROF.	NO.	PER CENT	NO.	PER CENT
NO PAID SICK LEAVE PLAN	6	55									6	2.6	55	.2
NO REFERENCE TO PAYMENT FOR UNUSED ALLOWANCE	45	1684	11	487			14	496	241		70	30.7	2908	11.3
PER CENT OF UNUSED ALLOWANCE PAID FOR UNDER PLANS SPECIFYING PAYMENT														
50.0 PER CENT	59	6578	31	2457			8	444	2274	55	98	43.0	11808	45.9
55.0 PER CENT							1	30	4		1	.4	34	.1
75.0 PER CENT	1	26	1	8							2	.9	34	.1
100.0 PER CENT	16	3662	6	2326	2	254	4	1019	1069		28	12.3	8330	32.4
VARIES WITH LENGTH OF SERVICE	6	1031	1	64			1		509		8	3.5	1604	6.2
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES							1	65	10		1	.4	75	.3
PER CENT NOT SPECIFIED	1	2									1	.4	2	.0
OTHER	8	450	3	254			2	149	42		13	5.7	895	3.5
T O T A L	142	13486	53	5596	2	254	31	2203	4149	55	228	100.0	25745	100.0

TABLE 35

MAXIMUM DAYS OF UNUSED SICK LEAVE PAID FOR ON RETIREMENT UNDER ONTARIO
MUNICIPAL AGREEMENTS - 1974

MAXIMUM DAYS PAID FOR	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE, OFFICE AND PROFESSIONAL EMPLOYEES			T O T A L EMPLOYEES PER AGREEMENTS				
	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	OFF.	OFF.	PROF.	NO.	CENT	NO.	CENT
NO PAID SICK LEAVE PLAN	6	55									6	2.6	55	.2
NO REFERENCE TO PAYMENT FOR UNUSED ALLOWANCE	45	1684	11	487			14	496	241		70	30.7	2908	11.3
38 DAYS			1	28							1	.4	28	.1
100 DAYS	2	26	1	33							3	1.3	59	.2
120 DAYS	1	9									1	.4	9	.0
130 DAYS	3	278	1	24	2	254	1	312	570		7	3.1	1438	5.6
180 DAYS	50	4897	29	2237			8	1127	907		67	30.2	9168	35.6
240 DAYS	1	36									1	.4	36	.1
VARIES WITH LENGTH OF SERVICE	10	5727	4	2480			2		2366	55	16	7.0	10628	41.3
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES							1	65	10		1	.4	75	.3
MAXIMUM DAYS NOT SPECIFIED	16	326	3	53			3	54	13		22	9.6	446	1.7
OTHER	8	450	3	254			2	149	42		13	5.7	895	3.5
T O T A L	142	13468	53	5596	2	254	31	2203	4149	55	228	100.0	25745	100.0

TABLE 36

PAYMENT FOR UNUSED SICK LEAVE ON DEATH UNDER ONTARIO
MUNICIPAL AGREEMENTS - 1974

PER CENT OF UNUSED ALLOWANCE PAID	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE, OFFICE AND PROFESSIONAL EMPLOYEES			T O T A L AGREEMENTS PER EMPLOYEES PER				
	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	OFF.	OFF. PROF.	NO.	CENT	NO.	CENT	
NO PAID SICK LEAVE PLAN	6	55								6	2.6	55	.2	
NO REFERENCE TO PAYMENT FOR UNUSED ALLOWANCE	42	1358	13	451			12	191	96	67	29.4	2096	8.1	
PER CENT OF UNUSED ALLOWANCE PAID FOR UNDER PLANS SPECIFYING PAYMENT														
33.3 PER CENT	1	7								1	.4	7	.0	
50.0 PER CENT	54	6746	22	2301			9	732	2416	85	37.3	12250	47.0	
75.0 PER CENT	1	26	1	8						2	.9	34	.1	
100.0 PER CENT	25	3926	13	2521	2	254	6	1066	1076	46	20.2	8643	34.3	
VARIABLES WITH LENGTH OF SERVICE	5	920	1	61					509	7	3.1	1490	5.8	
VARIABLES FOR DIFFERENT GROUPS OF EMPLOYEES							1	65	10	1	.4	75	.3	
OTHER	8	450	3	254			2	149	42	13	5.7	895	3.5	
T O T A L	142	13488	53	5596	2	254	31	2203	4149	55	228	100.0	25745	100.0

TABLE 37

MAXIMUM DAYS OF UNUSED SICK LEAVE PAID FOR ON DEATH UNDER ONTARIO
MUNICIPAL AGREEMENTS - 1974

MAXIMUM DAYS PAID FOR	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE, OFFICE AND PROFESSIONAL EMPLOYEES			TOTAL AGREEMENTS EMPLOYEES				
	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	NON- OFF.	OFF.	PROF.	NO., PER CENT	NO., PER CENT		
NO PAID SICK LEAVE PLAN	6	55									6	2.6	55	.2
NO REFERENCE TO PAYMENT FOR UNUSED ALLOWANCE	42	1358	13	451			12	191	96		67	29.4	2096	8.1
36 DAYS			1	28							1	.4	28	.1
90 DAYS	2	54									2	.9	54	.2
100 DAYS	1	21	1	33							2	.9	54	.2
120 DAYS	1	9									1	.4	9	.0
130 DAYS	3	278	1	24	2	254	1	312	510		7	3.1	1438	5.6
180 DAYS	48	5200	27	2275			8	1347	1026		83	36.4	9846	38.3
260 DAYS							1	55	22		1	.4	77	.3
VARIES WITH LENGTH OF SERVICE	9	5565	3	2416			2		2366	55	14	6.1	10402	40.4
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES							1	65	10		1	.4	75	.3
MAXIMUM DAYS NOT SPECIFIED	22	498	4	115			11	84	17		30	13.2	714	2.8
OTHER	6	450	3	254			2	149	42		13	5.7	895	3.5
TOTAL	142	13483	53	5576	2	254	31	2203	4149	55	228	100.0	25745	100.0

TABLE 38

PAID HOLIDAYS UNDER ONTARIO
MUNICIPAL AGREEMENTS - 1974

ANNUAL ALLOWANCE	NON-OFFICE		OFFICE		PROFESSIONAL	NON-OFFICE, OFFICE AND PROFESSIONAL EMPLOYEES				TOTAL AGREEMENTS PER EMPLOYEES				
	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	OFF.	OFF.	PROF.	NO.	CENT	NO.	CENT
8 FULL HOLIDAYS	1	23	1	54							2	.9	77	.3
9 FULL HOLIDAYS	5	198									5	2.2	198	.8
9 FULL HOLIDAYS PLUS 2 HALF HOLIDAYS	4	79									4	1.8	79	.3
10 FULL HOLIDAYS	33	744	4	172			1	7	1		38	16.7	924	3.6
10 FULL HOLIDAYS PLUS 1 HALF HOLIDAY	2	23									2	.9	23	.1
10 FULL HOLIDAYS PLUS 2 HALF HOLIDAYS	10	133	3	89			6	204	68		19	8.3	494	1.9
11 FULL HOLIDAYS	50	9138	24	3769	2	254	10	1256	3048	55	86	37.7	17540	68.1
11 FULL HOLIDAYS PLUS 1 HALF HOLIDAY	13	836	6	316			3	517	703		22	9.6	2372	9.2
11 FULL HOLIDAYS PLUS 2 HALF HOLIDAYS	12	1243	6	972			6	73	16		24	10.5	2304	8.9
12 FULL HOLIDAYS	5	424	5	142			3	81	303		13	5.7	950	3.7
12 FULL HOLIDAYS PLUS 1 HALF HOLIDAY	2	283	2	13							4	1.8	296	1.1
12 FULL HOLIDAYS PLUS 2 HALF HOLIDAYS	1	20									1	.4	20	.1
13 FULL HOLIDAYS	1	235	1	3							2	.9	238	.9
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	2	52					2	65	10		4	1.8	127	.5
CHANGES DURING TERM OF AGREEMENT	1	57	1	46							2	.9	103	.4
T O T A L	142	13488	53	5596	2	254	31	2203	4149	55	228	100.0	25745	100.0

TABLE 39

SERVICE REQUIREMENTS FOR HOLIDAY PAY UNDER ONTARIO
MUNICIPAL AGREEMENTS - 1974

PERIOD OF SERVICE	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE, OFFICE AND PROFESSIONAL EMPLOYEES				T O T A L AGREEMENTS EMPLOYEES			
	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	NON- OFF.	OFF.	PROF.	NO.	PER CENT	NO.	PER CENT
NO PROVISION	82	9173	43	4496	2	254	16	294	1968	55	143	62.7	16240	63.1
30 CALENDAR DAYS	7	1742	2	354			6	276	897		15	6.6	3269	12.7
60 CALENDAR DAYS	4	131									4	1.8	131	.5
90 CALENDAR DAYS	12	745	2	9							14	6.1	754	2.9
30 WORKING DAYS							1	23	7		1	.4	30	.1
45 WORKING DAYS	2	173					1	260	126		3	1.3	559	2.2
60 WORKING DAYS	5	155									5	2.2	155	.6
65 WORKING DAYS	3	69	1	303							4	1.8	372	1.4
90 WORKING DAYS	3	38									3	1.3	38	.1
1 MONTH	1	7									1	.4	7	.0
2 MONTHS	1	9									1	.4	9	.0
3 MONTHS	13	1109	4	410			2	266	73		14	8.3	1858	7.2
4 MONTHS	2	8									2	.9	8	.0
5 MONTHS	1	63									1	.4	63	.2
6 MONTHS	4	51	1	24			2	58	13		7	3.1	146	.6
OTHER	2	15					3	1026	1065		5	2.2	2106	8.2
T O T A L	142	13488	53	5596	2	254	31	2203	4149	55	228	100.0	25745	100.0

TABLE 40

WORK REQUIREMENTS FOR HOLIDAY PAY UNDER ONTARIO
MUNICIPAL AGREEMENTS - 1974

WORK REQUIREMENT	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE, OFFICE AND PROFESSIONAL EMPLOYEES				T O T A L AGREEMENTS PER EMPLOYEES PER			
	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	NON- OFF.	OFF.	PROF.	NO.	CENT	NO.	CENT
NO PROVISION	31	5373	21	3187	2	254	11	436	2457	55	65	28.6	11762	45.7
DAY BEFORE AND AFTER HOLIDAY	97	7464	24	2259			17	580	1009		138	60.5	11312	43.9
DAY BEFORE HOLIDAY			1	65							1	.4	65	.3
DURING HOLIDAY WEEK OR OTHER PERIOD	1	5									1	.4	5	.0
COMBINATIONS	13	646	7	85			3	1187	683		23	10.1	2601	10.1
T O T A L	142	13488	53	5596	2	254	31	2203	4149	55	228	100.0	25745	100.0

TABLE 41

COMPENSATION FOR HOLIDAYS FALLING ON SATURDAY UNDER ONTARIO
MUNICIPAL AGREEMENTS - 1974

AMOUNT OF COMPENSATION	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE, OFFICE AND PROFESSIONAL EMPLOYEES				T O T A L			
	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	OFF.	OFF.	PROF.	AGREEMENTS PER CENT	NO.	PER CENT	EMPLOYEES PER CENT
NO PROVISION	58	3301	14	641	2	254	6	247	110		62	36.0	4553	17.7
PRECEDING FRIDAY OFF WITH PAY	7	308	1	4			2	76	26		10	4.4	414	1.6
FOLLOWING MONDAY OFF WITH PAY	11	222	2	77			4	1045	1068		17	7.5	2412	9.4
PRECEDING FRIDAY OR FOLLOWING MONDAY OFF WITH PAY	40	7929	21	6626			3	54	2401	55	64	28.1	14065	54.6
ANOTHER DAY OFF WITH PAY	10	773	7	259			3	95	21		20	8.8	1146	4.5
ANOTHER DAY OFF WITH PAY OR EXTRA DAYS PAY	1	13					2	517	194		3	1.3	724	2.8
PRECEDING FRIDAY OR ANOTHER DAY OFF WITH PAY			1	243							1	.4	243	.9
FOLLOWING MONDAY OR ANOTHER DAY OFF WITH PAY	13	857	4	324			8	149	324		25	11.0	1654	6.4
PRECEDING FRIDAY OR FOLLOWING MONDAY OR ANOTHER DAY OFF WITH PAY			2	382			1	20	5		3	1.3	407	1.6
PRECEDING FRIDAY OR FOLLOWING MONDAY OFF WITH PAY OR EXTRA DAYS PAY	2	85	1	40							3	1.3	125	.5
T O T A L	142	13488	53	5596	2	254	31	2203	4149	55	228	100.0	25745	100.0

TABLE 42

COMPENSATION FOR HOLIDAYS FALLING ON SUNDAY UNDER ONTARIO
MUNICIPAL AGREEMENTS - 1974

AMOUNT OF COMPENSATION	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE, OFFICE AND PROFESSIONAL E M P L O Y E E S NON-				T U T A L AGREEMENTS EMPLOYEES			
	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	OFF.	OFF.	PROF.	NO.	CENT	NO.	CENT
NO PROVISION	50	2480	14	641	2	254	6	199	81		72	31.6	3655	14.2
FOLLOWING MONDAY OFF WITH PAY	18	1232	4	94			9	1218	1414		31	13.6	3958	15.4
PRECEDING FRIDAY OR FOLLOWING MONDAY OFF WITH PAY	40	7929	20	3613			3	54	2401	55	63	27.6	14052	54.6
ANOTHER DAY OFF WITH PAY	13	796	7	259			4	118	28		24	10.5	1201	4.7
EXTRA DAYS PAY	1	20									1	.4	20	.1
ANOTHER DAY OFF WITH PAY OR EXTRA DAYS PAY	1	13					2	517	194		3	1.3	724	2.8
FOLLOWING MONDAY OR ANOTHER DAY OFF WITH PAY	17	933	5	567			7	97	31		29	12.7	1626	6.3
PRECEDING FRIDAY OR FOLLOWING MONDAY OR ANOTHER DAY OFF WITH PAY			2	382							2	.9	382	1.5
PRECEDING FRIDAY OR FOLLOWING MONDAY OFF WITH PAY OR EXTRA DAYS PAY	2	85	1	40							3	1.3	125	.5
T O T A L	142	13488	53	5596	2	254	31	2203	4149	55	228	100.0	25745	100.0

TABLE 43

COMPENSATION FOR HOLIDAYS FALLING ON SCHEDULED DAYS OFF UNDER ONTARIO
MUNICIPAL AGREEMENTS - 1974

AMOUNT OF COMPENSATION	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE, OFFICE AND PROFESSIONAL EMPLOYEES				T O T A L AGREEMENTS EMPLOYEES			
	AGTS. EMPLS.		AGTS. EMPLS.		AGTS. EMPLS.		NON- AGTS. OFF.		OFF. PROF.		NO. CENT		NO. CENT	
NO PROVISION	113	9944	45	4412			20	602	2089	55	178	78.1	17302	67.2
EXTRA DAY OFF WITH PAY	18	1146	5	818	2	254	7	404	457		32	14.0	3079	12.0
EXTRA DAYS PAY	5	2113	1	303			2	982	1059		8	3.5	4457	17.3
EXTRA DAY OFF OR EXTRA DAYS PAY	6	285	2	63			2	15	544		10	4.4	907	3.5
T O T A L	142	13488	53	5596	2	254	31	2203	4149	55	228	100.0	25745	100.0

TABLE 44

COMPENSATION FOR HOLIDAYS FALLING WITHIN VACATION PERIODS UNDER ONTARIO
MUNICIPAL AGREEMENTS - 1974

AMOUNT OF COMPENSATION	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE, OFFICE AND PROFESSIONAL EMPLOYEES				T O T A L AGREEMENTS EMPLOYEES PER PER NO. CENT NO. CENT			
	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	OFF.	OFF.	PROF.	NO.	CENT	NO.	CENT
NO PROVISION	30	3286	8	625	2	254	4	1012	2920	55	44	19.3	8152	31.7
EXTRA DAYS VACATION WITH PAY	93	8940	35	4380			22	835	1109		150	65.8	15264	59.3
EXTRA DAYS PAY	3	10					1	65	10		4	1.8	85	.3
EXTRA DAYS VACATION WITH PAY OR EXTRA DAYS PAY	16	1252	10	541			4	291	110		30	13.2	2244	8.7
T O T A L	142	13488	53	5596	2	254	31	2203	4149	55	228	100.0	25745	100.0

TABLE 45

COMPENSATION FOR WORK ON PAID HOLIDAYS UNDER ONTARIO
MUNICIPAL AGREEMENTS - 1974

AMOUNT OF COMPENSATION	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE, OFFICE AND PROFESSIONAL EMPLOYEES			T O T A L AGREEMENTS PER EMPLOYEES PER				
	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	OFF.	OFF. PROF.	NO.	CENT	NO.	CENT	
NO PROVISION	1	2	6	495						7	3.1	497	1.9	
STRAIGHT TIME PLUS HOLIDAY PAY	4	39								4	1.8	39	.2	
TIME AND ONE-HALF PLUS HOLIDAY PAY	71	6939	22	1003	2	254	15	1011	935	110	48.2	10142	39.4	
DOUBLE TIME PLUS HOLIDAY PAY	44	3222	13	799			7	338	69	64	28.1	4448	17.3	
DOUBLE TIME AND ONE-HALF PLUS HOLIDAY PAY	1	13								1	.4	13	.1	
TIME AND ONE-HALF, PLUS ANOTHER DAY OFF WITH PAY	2	2007	3	571			1	312	570	6	2.6	3460	13.4	
DOUBLE TIME PLUS ANOTHER DAY OFF WITH PAY	2	142					1	65	10	3	1.3	217	.8	
TIME AND ONE-HALF PLUS HOLIDAY PAY OR ANOTHER DAY OFF WITH PAY	3	61								3	1.3	61	.2	
DOUBLE TIME PLUS HOLIDAY PAY OR ANOTHER DAY OFF WITH PAY	2	492					1	260	126	3	1.3	878	3.4	
TIME AND ONE-HALF OR EQUIVALENT TIME OFF PLUS HOLIDAY PAY			1	303						1	.4	303	1.2	
TIME AND ONE-HALF OR TIME AND ONE-HALF OFF PLUS HOLIDAY PAY			1	42						1	.4	42	.2	
DOUBLE TIME OR DOUBLE TIME OFF PLUS HOLIDAY PAY			4	389						4	1.8	389	1.5	
VARIES WITH NUMBER OF HOURS WORKED OR FOR DIFFERENT HOLIDAYS	10	517	1	10			2	170	41	13	5.7	736	2.9	
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	2	54					4	47	2378	6	2.6	2534	9.8	
OTHER			2	1984						2	.9	1984	7.7	
T O T A L :	142	13468	55	5596	2	254	31	2203	4149	55	228	100.0	25745	100.0

TABLE 46

LENGTH OF SERVICE FOR TWO WEEKS PAID VACATION UNDER ONTARIO
MUNICIPAL AGREEMENTS - 1974

LENGTH OF SERVICE	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE, OFFICE AND PROFESSIONAL EMPLOYEES				T O T A L			
	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	NON- OFF.	OFF.	PROF.	AGREEMENTS PER CENT	NO.	PER CENT	EMPLOYEES PER CENT
NO PROVISION					1	64					1	.4	64	.2
SIX MONTHS BUT LESS THAN ONE YEAR	1	10	2	67							3	1.3	77	.3
1 YEAR	137	13379	51	5529			30	2195	4147	55	218	95.6	25305	98.3
2 YEARS	3	54					1	8	2		4	1.8	64	.2
CHANGES DURING TERM OF AGREEMENT					1	190					1	.4	190	.7
OTHER	1	45									1	.4	45	.2
T O T A L	142	13488	53	5596	2	254	31	2203	4149	55	228	100.0	25745	100.0

TABLE 47

LENGTH OF SERVICE FOR THREE WEEKS PAID VACATION UNDER ONTARIO
MUNICIPAL AGREEMENTS - 1974

LENGTH OF SERVICE	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE, OFFICE AND PROFESSIONAL EMPLOYEES				T O T A L AGREEMENTS PER EMPLOYEES			
	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	NON- OFF.	OFF.	PROF.	NO.	PER CENT	NO.	PER CENT
1 YEAR			1	7	1	64					2	0.9	71	0.3
3 YEARS	4	305	5	192			2	342	574		11	4.8	1413	5.5
4 YEARS	14	1331	10	557			5	579	494		29	12.7	2961	11.5
5 YEARS	101	10856	33	2783			21	1210	1199		155	68.0	16048	62.3
6 YEARS	8	88	1	9			1	17	3		10	4.4	117	0.5
7 YEARS	8	790	1	60							9	3.9	850	3.3
8 YEARS	3	23									3	1.3	23	0.1
10 YEARS	2	20									2	0.9	20	0.1
13 YEARS			1	54							1	0.4	54	0.2
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES			1	1934			1		1657	55	2	0.9	3846	14.9
CHANGES DURING TERM OF AGREEMENT	2	75			1	190	1	55	22		4	1.8	342	1.3
T O T A L	142	13488	53	5596	2	254	31	2203	4149	55	228	100.0	25745	100.0

TABLE 48
 LENGTH OF SERVICE FOR FOUR WEEKS PAID VACATION UNDER ONTARIO
 MUNICIPAL AGREEMENTS - 1974

LENGTH OF SERVICE	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE, OFFICE AND PROFESSIONAL EMPLOYEES			T O T A L			
	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	OFF.	NON- OFF.	PROF.	AGREEMENTS PER CENT	NO.	EMPLOYEES PER CENT
NO PROVISION	3	37	1	15							4	1.8	52 .2
7 YEARS							1	1	2		1	.4	3 .0
8 YEARS			1	3							1	.4	3 .0
9 YEARS	3	447	5	271							6	2.6	718 2.8
10 YEARS	14	461	6	509			4	118	55		24	10.5	923 3.6
11 YEARS					1	64	1	9	5		2	.9	78 .3
12 YEARS	7	127	1	8			4	253	82		12	5.3	470 1.8
13 YEARS	23	7195	12	1209			8	632	2362	55	43	18.9	11453 44.5
14 YEARS	7	786	5	510			2	982	1059		14	6.1	3337 13.0
15 YEARS	74	3700	18	2790			9	166	579		101	44.3	7235 28.1
16 YEARS	2	23	1	9			1	25	22		4	1.8	79 .3
18 YEARS	2	74	2	72			1	17	3		5	2.2	166 .6
20 YEARS	3	56									3	1.3	56 .2
22 YEARS			1	54							1	.4	54 .2
CHANGES DURING TERM OF AGREEMENT	4	582	2	346	1	190					7	3.1	1118 4.3
T O T A L	142	13486	53	5596	2	254	31	2203	4149	55	228	100.0	25745 100.0

TABLE 49
LENGTH OF SERVICE FOR FIVE WEEKS PAID VACATION UNDER ONTARIO
MUNICIPAL AGREEMENTS - 1974

LENGTH OF SERVICE	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE, OFFICE AND PROFESSIONAL E M P L O Y E E S				T O T A L AGREEMENTS PER EMPLOYEES PER			
	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	NON- OFF.	OFF.	PROF.	NO.	CENT	NO.	CENT
NO PROVISION	49	1049	11	301			4	71	68		64	28.1	1489	5.8
14 YEARS							1	1	2		1	.4	3	.0
15 YEARS			1	3							1	.4	3	.0
17 YEARS	1	9									1	.4	9	.0
18 YEARS	1	26					1	65	10		2	.9	101	.4
19 YEARS	3	447	4	311			1	23	7		8	3.5	788	3.1
20 YEARS	22	788	10	773	1	64	4	100	51		37	16.2	1776	6.9
22 YEARS	13	6920	5	928			2	52	2150	55	20	8.8	10105	39.3
23 YEARS	6	299	3	149			3	537	199		12	5.3	1184	4.6
24 YEARS	4	699					2	51	8		6	2.6	758	2.9
25 YEARS	39	2725	17	2785			13	1303	1654		69	30.3	8467	32.9
30 YEARS	1	8									1	.4	8	.0
CHANGES DURING TERM OF AGREEMENT	3	518	2	346	1	190					6	2.6	1054	4.1
T O T A L	142	13488	53	5596	2	254	31	2203	4149	55	228	100.0	25745	100.0

TABLE 50

LENGTH OF SERVICE FOR SIX WEEKS PAID VACATION UNDER ONTARIO
MUNICIPAL AGREEMENTS - 1974

LENGTH OF SERVICE	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE, OFFICE AND PROFESSIONAL EMPLOYEES				T O T A L			
	AGTS. EMPLS.		AGTS. EMPLS.		AGTS. E. PLS.		NON- OFF.		OFF. PROF.		AGREEMENTS PER CENT		EMPLOYEES PER CENT	
NO PROVISION	134	12567	48	4870	2	254	28	2150	3629	55	212	93.0	23525	91.4
24 YEARS	1	230	2	263							3	1.3	493	1.9
25 YEARS	4	101	1	40			1	9	5		6	2.6	155	.6
27 YEARS							1	44	6		1	.4	50	.2
30 YEARS	3	590	2	423			1		509		6	2.6	1522	5.9
T O T A L	142	13468	53	5596	2	254	31	2203	4149	55	228	100.0	25745	100.0

SECTION 8

HEALTH, INSURANCE AND PENSIONS

TABLE 51

EMPLOYER CONTRIBUTIONS TO BASIC HOSPITAL, MEDICAL AND SURGICAL INSURANCE PLANS UNDER ONTARIO
MUNICIPAL AGREEMENTS - 1974

PER CENT OF PREMIUMS CONTRIBUTED	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE, OFFICE AND PROFESSIONAL E M P L O Y E E S				T O T A L AGREEMENTS PER		E M P L O Y E E S PER	
	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	OFF.	NON- OFF.	PROF.	NO.	PER CENT	NO.	PER CENT
50.0 PER CENT	1	6									1	.4	6	.0
60.0 PER CENT	1	23									1	.4	23	.1
66.6 PER CENT	5	55					1	9	2		6	2.6	66	.3
70.0 PER CENT	2	19	1	6							3	1.3	25	.1
75.0 PER CENT	9	131	4	112			1	30	4		14	6.1	277	1.1
80.0 PER CENT	8	169									8	3.5	169	.7
85.0 PER CENT	4	122	3	31			1	10	2		8	3.5	165	.6
90.0 PER CENT	5	225	1	123							6	2.6	348	1.4
95.0 PER CENT	1	140									1	.4	140	.5
100.0 PER CENT	99	12207	41	5201	2	254	25	2014	4104	55	167	73.2	23835	92.6
CHANGES DURING TERM OF AGREEMENT	6	360	3	123			2	120	32		11	4.8	635	2.5
FLAT SUM PAYMENT	1	31									1	.4	31	.1
COMBINED WITH PAYMENTS FOR OTHER PLANS							1	20	5		1	.4	25	.1
T O T A L	142	13488	53	5596	2	254	31	2203	4149	55	228	100.0	25745	100.0

TABLE 52

EMPLOYER CONTRIBUTIONS TO LIFE INSURANCE PLANS UNDER ONTARIO
MUNICIPAL AGREEMENTS - 1974

PER CENT OF PREMIUMS CONTRIBUTED	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE, OFFICE AND PROFESSIONAL E M P L O Y E E S			T O T A L			
	AGTS., EMPLS.		AGTS., EMPLS.		AGTS., EMPLS.		AGTS. OFF. OFF. PROF.			AGREEMENTS PER CENT		EMPLOYEES PER CENT	
NO PROVISION	22	460	2	26			5	77	21	29	12.7	584	2.3
50.0 PER CENT	4	1439	4	827			2	38	11	10	4.4	2315	9.0
66.6 PER CENT	9	1060	4	205			3	1007	1081	16	7.0	3353	13.0
70.0 PER CENT	2	19	1	6						3	1.3	25	.1
75.0 PER CENT	5	107	2	19	2	254	1	30	4	10	4.4	414	1.6
80.0 PER CENT	6	290	1	124						7	3.1	414	1.6
85.0 PER CENT	2	94	1	3						3	1.3	97	.4
90.0 PER CENT	5	225	2	156						7	3.1	381	1.5
95.0 PER CENT	1	140								1	.4	140	.5
100.0 PER CENT	77	8681	32	4099			17	924	2999	55	55.3	16758	65.1
CHANGES DURING TERM OF AGREEMENT	6	341	4	131			1	55	22	11	4.8	549	2.1
NOT SPECIFIED	3	632					1	65	10	4	1.8	707	2.7
OTHER							1	7	1	1	.4	8	.0
T O T A L	142	13488	53	5596	2	254	31	2203	4149	55	100.0	25745	100.0

TABLE 53

AMOUNT OF BENEFITS PROVIDED IN LIFE INSURANCE PLANS UNDER ONTARIO
MUNICIPAL AGREEMENTS - 1974

AMOUNT OF BENEFIT	NON-OFFICE		OFFICE		PROFESSIONAL	NON-OFFICE, OFFICE AND PROFESSIONAL EMPLOYEES				TOTAL EMPLOYEES			
	AGTS.	EMPLS.	AGTS.	EMPLS.		AGTS.	NON-OFF.	OFF.	PROF.	AGREEMENTS	PER CENT	NO.	PER CENT
NO PROVISION	22	460	2	26		5	77	21		29	12.7	584	2.3
2,000 DOLLARS	5	4042	1	1934		1		1857	55	7	3.1	7888	30.6
4,000 DOLLARS	1	9								1	.4	9	.0
5,000 DOLLARS	11	306	1	33		1	30	4		13	5.8	373	1.5
6,000 DOLLARS	2	60	1	12						3	1.3	72	.3
7,000 DOLLARS						1	7	2		1	.4	9	.0
7,500 DOLLARS	3	87	1	11						4	1.8	98	.4
8,000 DOLLARS	3	161								3	1.3	161	.6
9,000 DOLLARS	1	176								1	.4	176	.7
9,500 DOLLARS	1	142								1	.4	142	.6
9,700 DOLLARS	1	12								1	.4	12	.0
10,000 DOLLARS	18	365	5	126		1	19	3		24	10.5	513	2.0
12,000 DOLLARS	2	72	2	27						4	1.8	99	.4
15,000 DOLLARS	1	72				1	8	2		2	.9	82	.3
20,000 DOLLARS	1	20	1	6		1	9	5		3	1.3	40	.2
VARIES WITH INCOME	35	3639	25	2103	2 254	9	1668	1807		71	31.2	9471	36.8
VARIES BY MARITAL OR DEPENDENT STATUS	2	37	1	15						3	1.3	52	.2
CHANGES DURING TERM OF AGREEMENT			1	9						1	.4	9	.0
NOT SPECIFIED	32	3711	12	1294		10	370	413		54	23.7	5788	22.5
OTHER	1	117	53	5596	2 254	1	15	35		2	.9	167	.6
TOTAL	142	13488				31	2203	4149	55	228	100.0	25745	100.0

TABLE 54

EMPLOYER CONTRIBUTIONS TO ACCIDENTAL DEATH AND DISMEMBERMENT INSURANCE PLANS UNDER ONTARIO
MUNICIPAL AGREEMENTS - 1974

PER CENT OF PREMIUMS CONTRIBUTED	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE, OFFICE AND PROFESSIONAL E M P L O Y E E S				T O T A L			
	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	NON- OFF.	OFF.	PROF.	AGREEMENTS PER NO. CENT	EMPLOYEES PER NO. CENT		
NO PROVISION	110	12427	42	5071	2	254	25	1803	3966	55	179	78.5	23576	91.6
66.6 PER CENT	3	46	1	15							4	1.8	61	.2
70.0 PER CENT	2	19	1	6							3	1.3	25	.1
75.0 PER CENT	1	53	1	12							2	.9	65	.3
80.0 PER CENT	2	13									2	.9	13	.1
90.0 PER CENT	2	146	2	156							4	1.8	302	1.2
100.0 PER CENT	19	714	6	336			4	328	172		29	12.7	1550	6.0
CHANGES DURING TERM OF AGREEMENT	2	63									2	.9	63	.2
NOT SPECIFIED	1	7					1	65	10		2	.9	82	.3
OTHER							1	7	1		1	.4	6	.0
T O T A L	142	13488	53	5596	2	254	31	2203	4149	55	228	100.0	25745	100.0

TABLE 55

AMOUNT OF BENEFITS PROVIDED IN ACCIDENTAL DEATH AND DISMEMBERMENT INSURANCE PLANS UNDER ONTARIO
MUNICIPAL AGREEMENTS - 1974

AMOUNT OF BENEFIT	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE, OFFICE AND PROFESSIONAL EMPLOYEES				T O T A L			
	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	OFF.	OFF.	PROF.	AGREEMENTS PER NO.	PER CENT	EMPLOYEES PER NO.	PER CENT
NO PROVISION	110	12427	42	5071	2	254	25	1803	3966	55	179	78.5	23576	91.6
2,000 DOLLARS	1	9									1	.4	9	.0
5,000 DOLLARS	3	23	1	33							4	1.8	56	.2
6,000 DOLLARS	2	60	1	12							3	1.3	72	.3
8,000 DOLLARS	1	140									1	.4	140	.5
9,700 DOLLARS	1	12									1	.4	12	.0
10,000 DOLLARS	7	113	1	8							8	3.5	121	.5
12,000 DOLLARS	1	34	1	10							2	.9	44	.2
20,000 DOLLARS	1	4					1	9	5		2	.9	18	.1
24,000 DOLLARS	1	38	1	17							2	.9	55	.2
VARIES WITH INCOME	6	321	4	376			2	325	136		12	5.3	1158	4.5
VARIES BY MARITAL OR DEPENDENT STATUS	2	37	1	15							3	1.3	52	.2
NOT SPECIFIED	5	153	1	54			2	51	7		8	3.5	265	1.0
OTHER	1	117					1	15	35		2	.9	167	.6
T O T A L	142	13488	53	5596	2	254	31	2203	4149	55	228	100.0	25745	100.0

TABLE 56
PENSION PLANS UNDER ONTARIO
MUNICIPAL AGREEMENTS - 1974

FINANCING ARRANGEMENT	NON-OFFICE		OFFICE		PROFESSIONAL	NON-OFFICE, OFFICE AND PROFESSIONAL E M P L O Y E E S				T O T A L				
	AGTS.	EMPLS.	AGTS.	EMPLS.	AGTS.	EMPLS.	NON- OFF.	OFF.	PROF.	AGREEMENTS PER CENT	EMPLOYEES PER CENT	NO.	PER CENT	
NO PROVISION	26	1077	6	422			6	116	23	38	16.7	1638	6.4	
CONTRIBUTORY	104	11493	43	4780	2	254	24	1961	4091	55	173	75.9	22634	87.9
NOT SPECIFIED	11	855	3	329			1	126	35	15	6.6	1345	5.2	
OTHER	1	63	1	65						2	.9	126	.5	
T O T A L	142	13488	53	5596	2	254	31	2203	4149	55	228	100.0	25745	100.0

P A R T 11

RATES OF PAY

TABLE 57

WAGE RATES FOR LABOURER AND CLERK-TYPIST UNDER
ONTARIO MUNICIPAL AGREEMENTS

Municipality Union and Economic Region	Labourer				Clerk - Typist				Expiry Date of Agreement
	Effective Date	Minimum	Maximum	Pay Period	Effective Date	Minimum	Maximum	Pay Period	
<u>Eastern Ontario</u>		\$	\$			\$	\$		
Amprior Town Corporation; and International Operating Engineers 793 (Outside Employees)	Jan. 1, 74	-	3.48	Hrly.	-	-	-	-	Mar. 1, 75
Brockville City Corporation; and Public Employees 115 (Outside Employees)	Jan. 1, 74	-	3.75	"	-	-	-	-	Dec. 31, 75
	Jan. 1, 75	-	4.13	"	-	-	-	-	
Cornwall City Corporation; and Public Employees 234 (Outside Employees)	Apr. 1, 74	-	3.70	"	-	-	-	-	Mar. 31, 75
	Oct. 1, 74	-	3.80	"	-	-	-	-	
Cornwall City Corporation; and Office Employees 452 (Office Employees)	-	-	-	-	Apr. 1, 75	182.62	217.69	Bi-Wkly.	Sep. 30, 73
Deep River Town Corporation; and Public Employees 740 (Outside Employees)	Jun. 1, 74	-	3.67	Hrly.	-	-	-	-	May 31, 75
	Dec. 1, 74	-	3.87	"	-	-	-	-	
Gananoque Town Corporation; and Public Employees 1701 (Outside Employees)	Jan. 1, 74	-	3.20	"	-	-	-	-	Dec. 31, 75
	Jul. 1, 74	-	3.45	"	-	-	-	-	
	Jan. 1, 75	-	3.70	"	-	-	-	-	
Gloucester Township Corporation; and Public Employees 1525 (Office Employees)	-	-	-	-	Jan. 1, 74	5,307.00	6,366.00	Yrly.	Dec. 31, 74
Hawkesbury Town Corporation; and Public Employees 1026 (Outside and Office Employees)	Jan. 1, 74	-	3.91	Hrly.	Jan. 1, 74	104.00	114.32	Wkly.	Dec. 31, 75
	Jul. 1, 74	-	4.11	"	Jul. 1, 74	109.00	119.72	"	
	Jan. 1, 75	-	4.36	"	Jan. 1, 75	116.00	126.53	"	
	Jul. 1, 75	-	4.58	"	Jul. 1, 75	122.00	132.54	"	
Kingston City Corporation; and Public Employees 109 (Outside Employees)	Apr. 1, 74	-	4.09	"	-	-	-	-	Mar. 31, 75
March Township Corporation; and Public Employees 1670 (Outside Employees)	Jul. 1, 74	-	3.30	Hrly.	-	-	-	-	Dec. 31, 75
	Jan. 1, 75	-	3.55	"	-	-	-	-	
	Jul. 1, 75	-	3.80	"	-	-	-	-	
Nepean Township Corporation; and Public Employees 1021 (Outside Employees)	Jan. 1, 74	-	4.11	Hrly.	-	-	-	-	Dec. 31, 75
	Jan. 1, 75	-	4.48	"	-	-	-	-	
Nepean Township Corporation; and Public Employees 1246 (Office Employees)	-	-	-	-	Jan. 1, 74	5,898.00	6,516.00	Yrly.	Dec. 31, 75
	-	-	-	-	Jan. 1, 75	6,429.00	7,102.00	"	
Ottawa City Corporation; and Public Employees 503 (Outside Employees)	Jan. 1, 74	3.99	4.28	"	-	-	-	-	Dec. 31, 74
Ottawa-Carleton Municipality; and Public Employees 503 (Outside Employees)	Jan. 1, 74	3.99	4.28	"	-	-	-	-	Dec. 31, 74

TABLE 57 cont'd

Municipality Union and Economic Region	Labourer				Clerk - Typist				Expiry Date of Agreement
	Effective Date	Minimum	Maximum	Pay Period	Effective Date	Minimum	Maximum	Pay Period	
<u>Eastern Ontario cont'd</u>		\$	\$			\$	\$		
Pembroke City Corporation; and Public Employees 24 (Outside Employees)	Jan. 1, 74	-	4.56	"	-	-	-	-	Dec. 31, 74
Renfrew Town Corporation; and Public Employees 121 (Outside Employees)	Jan. 1, 74	-	4.20	"	-	-	-	-	Dec. 31, 74
Smiths Falls Town Corporation; and Public Employees 1664 (Outside Employees)	Jun. 25, 74	-	3.25	"	-	-	-	-	Apr. 30, 76
	May 1, 75	-	3.54	"	-	-	-	-	
Stormont, Dundas and Glengarry United Counties Corporation; and Public Employees 1715 (Outside Employees)	Jul. 1, 74	-	3.45	"	-	-	-	-	Mar. 21, 75
	Jan. 1, 75	-	3.65	"	-	-	-	-	
Vanier City Corporation; and Public Employees 20 (Outside Employees)	Jan. 1, 74	-	4.12	Hrly.	-	-	-	-	Dec. 31, 74
Vanier City Corporation; and Public Employees 954 (Office Employees)	-	-	-	-	Jan. 1, 74	6,507.00	7,169.00	Yrly.	Dec. 31, 74
Westmeath Township Corporation; and Public Employees 1202 (Outside Employees)	Jan. 1, 74	-	3.46	Hrly.	-	-	-	-	Dec. 31, 74
	Jul. 1, 74	-	3.61	"	-	-	-	-	
<u>Lake Ontario</u>									
Belleville City Corporation; and Public Employees 907 (Outside Employees)	Jan. 1, 74	-	4.35	"	-	-	-	-	Dec. 31, 75
	Jan. 1, 75	-	4.60	"	-	-	-	-	
Belleville City Corporation; and Public Employees 140 (Office Employees)	-	-	-	-	Jan. 1, 74	5,469.00	6,665.00	Yrly.	Dec. 31, 74
Cobourg Town Corporation; and Public Employees 25 (Outside and Office Employees)	Feb. 1, 74	-	3.96	Hrly.	Feb. 1, 74	5,100.00	5,925.00	"	Jan. 31, 75
	Aug. 1, 74	-	4.01	"					
Dysart, Bruton, Clyde, Dudley, Guilford, Harburn, Harcourt, Havecock & Eyre Township Corporations; and Public Employees 142 (Outside Employees)	Jan. 1, 74	-	3.23	"	-	-	-	-	Dec. 31, 74
Hastings County Corporation; and International Operating Engineers 793 (Outside Employees)	Feb. 1, 74	-	2.87	"	-	-	-	-	Mar. 30, 75

TABLE 57 cont'd

Municipality Union and Economic Region	Labourer				Clerk - Typist				Expiry Date of Agreement
	Effective Date	Minimum	Maximum	Pay Period	Effective Date	Minimum	Maximum	Pay Period	
<u>Lake Ontario cont'd</u>		\$	\$			\$	\$		
Lindsay Town Corporation; and Public Employees 855 (Outside Employees)	Aug. 1, 73	-	3.58	Hrly.	-	-	-	-	Jul. 31, 74
Newcastle Town Corporation; and Public Employees 74 (Outside Employees)	Mar. 1, 74 Mar. 1, 75	- -	4.30 4.45	" "	- -	- -	- -	- -	Feb. 28, 76
Northumberland & Durham United Counties; and Public Employees 1203 (Outside Employees)	Apr. 1, 74 Oct. 1, 74 Apr. 1, 75	- - -	3.50 3.70 3.75	" " "	- - -	- - -	- - -	- - -	Sep. 30, 75
Peterborough City Corporation and Park Management Board; and Public Employees 504 (Outside Employees)	Oct. 1, 73 Oct. 1, 74	- -	4.10 4.43	" "	- -	- -	- -	- -	Sep. 30, 75
Peterborough County Corporation; and Public Employees 1306 (Outside Employees)	Oct. 2, 73	-	3.16	"	-	-	-	-	Oct. 2, 74
Picton Town Corporation; and Public Employees 1255 (Outside Employees)	Jan. 1, 74	-	3.16	"	-	-	-	-	Dec. 31, 74
Port Hope Town Corporation; and Public Employees 749 (Outside Employees)	Feb. 1, 74	-	3.70	"	-	-	-	-	Jan. 31, 75
Trenton Town Corporation; and Public Employees 799 (Outside Employees)	Jan. 1, 74 Jan. 1, 75	- -	3.82 4.20	" "	- -	- -	- -	- -	Dec. 31, 75
Trenton Town Corporation; and Public Employees 799 (Office Employees)	-	-	-	-	Jan. 1, 74 Jan. 1, 75	- -	6,894.58 7,584.04	Yrly. "	Dec. 31, 75
Victoria County Corporation; and Public Employees 1167 (Outside employees)	Feb. 28, 74	-	3.24	Hrly.	-	-	-	-	Feb. 28, 75
<u>Central Ontario</u>									
Acton Town Corporation; and Public Employees 73 (Outside Employees)	Jan. 1, 74	-	3.51	"	-	-	-	-	Dec. 31, 74
Ajax Town Corporation; and Public Employees 54 (Outside Employees)	Mar. 16, 74	-	4.23	"	-	-	-	-	Mar. 15, 75
Aurora Town Corporation; and Public Employees 1359 (Outside Employees)	Apr. 1, 73	3.65	3.70	"	-	-	-	-	Mar. 31, 74

TABLE 57 cont'd

Municipality Union and Economic Region	Labourer				Clerk - Typist				Expiry Date of Agreement
	Effective Date	Minimum	Maximum	Pay Period	Effective Date	Minimum	Maximum	Pay Period	
Central Ontario cont'd		\$	\$			\$	\$		
Brampton City Corporation; and Public Employees 831 (Outside Employees)	Jan. 1, 74	-	4.07	"	-	-	-	-	Oct. 31, 74
Brampton City Corporation; and Public Employees 831 (Office Employees)	-	-	-	-	Jun. 26, 74	-	117.72	Wkly.	Dec. 31, 75
	-	-	-	-	Jan. 1, 75	-	128.31	"	
Brock Township Corporation; and Public Employees 1652 (Outside Employees)	Jan. 1, 74	-	4.00	Hrly.	-	-	-	-	Dec. 31, 74
Burlington City Corporation; and Public Employees 44 (Outside Employees)	Feb. 1, 74	-	4.24	"	-	-	-	-	Jan. 31, 75
Burlington City Corporation; and Public Employees 1540 (Office Employees)	-	-	-	-	Jun. 6, 74	5,803.00	6,718.00	Yrly.	Jun. 5, 75
East York Borough Corporation; and Public Employees 114 (Outside Employees)	Jan. 1, 74	-	4.58	Hrly.	-	-	-	-	Dec. 31, 75
	Jul. 1, 74	-	4.64	"	-	-	-	-	
	Jan. 1, 75	-	5.06	"	-	-	-	-	
East York Borough Corporation; and Public Employees 114 (Office Employees)	-	-	-	-	Jan. 1, 74	120.07	131.39	Wkly.	Dec. 31, 75
	-	-	-	-	Jan. 1, 75	130.88	143.21	"	
Etobicoke Borough Corporation; and Public Employees 185 (Outside Employees)	Jan. 1, 74	-	4.64	Hrly.	-	-	-	-	Dec. 31, 75
	Jan. 1, 75	-	5.06	"	-	-	-	-	
Georgetown Town Corporation; and Public Employees 73 (Outside Employees)	Apr. 1, 73	-	3.61	"	-	-	-	-	Mar. 31, 74
Markham Town Corporation; and Public Employees 1219 (Outside Employees)	Jul. 1, 73	-	4.05	"	-	-	-	-	Jun. 30, 75
	Jul. 1, 74	-	4.30	"	-	-	-	-	
Mississauga Town Corporation; and Public Employees 66 (Outside Employees)	Nov. 19, 73	-	4.31	"	-	-	-	-	Dec. 31, 74
	Sep. 1, 74	-	4.44	"	-	-	-	-	
North York Borough Corporation; and Public Employees 94 (Outside Employees)	Jan. 1, 74	-	4.64	"	-	-	-	-	Dec. 31, 75
	Jan. 1, 75	-	5.06	"	-	-	-	-	
North York Borough Corporation; and Public Employees 373 (Office Employees)	-	-	-	-	Jan. 1, 74	134.38	153.19	Wkly.	Dec. 31, 75
	-	-	-	-	Jan. 1, 75	146.47	166.98	"	

TABLE 57 cont'd

Municipality Union and Economic Region	Labourer				Clerk - Typist				Expiry Date of Agreement
	Effective Date	Minimum	Maximum	Pay Period	Effective Date	Minimum	Maximum	Pay Period	
Central Ontario cont'd		\$	\$			\$	\$		
Oakville Town Corporation; and Public Employees 156 (Outside Employees)	Feb. 15, 74	-	4.24	Hrly.	-	-	-	-	Feb. 15, 75
Oshawa City Corporation; and Public Employees 250 (Outside Employees)	Apr. 1, 74 Apr. 1, 75 Apr. 1, 76	4.68 4.96 5.21	4.83 5.12 5.38	" " "	- - -	- - -	- - -	- - -	Mar. 31, 77
Oshawa City Corporation; and Public Employees 251 (Office Employees)	-	-	-	-	Nov. 1, 73	6,871.00	7,232.00	Yrly.	Oct. 31, 74
Peel County Corporation; and Public Employees 1346 (Office Employees)	-	-	-	-	Feb. 1, 74	2.94	3.42	Hrly.	Oct. 31, 74
Peel County Corporation; and Public Employees 1346 (Outside Employees)	Jan. 1, 74	-	3.98	Hrly.	-	-	-	-	Jun. 1, 74
Pickering Town Corporation; and Public Employees 129 (Outside and Office Employees)	Mar. 1, 74 Jan. 1, 75	- -	4.28 4.67	" "	Mar. 1, 74 Jan. 1, 75	6,643.00 7,241.00	7,507.00 8,183.00	Yrly. "	Feb. 28, 76
Scarborough Borough Corporation; and Public Employees 368 (Outside Employees)	Jan. 1, 74 Jan. 1, 75	- -	4.64 5.06	" "	- -	- -	- -	- -	Dec. 31, 75
Scarborough Borough Corporation; and Public Employees 545 (Office Employees)	-	-	-	-	Jun. 29, 74 Jan. 1, 75	268.14 292.27	302.98 330.25	Bi-Wkly.	Dec. 31, 75
Toronto City Corporation; and Public Employees 43 (Outside Employees)	Jan. 1, 74 Jan. 1, 75	- -	4.64 5.06	Hrly. "	- -	- -	- -	- -	Dec. 31, 75
Toronto Metropolitan Municipality; and Public Employees 43 (Outside Employees)	Jan. 1, 74 Jan. 1, 75	- -	4.64 5.06	Hrly. "	- -	- -	- -	- -	Dec. 31, 75
Uxbridge Township Corporation; and Public Employees (Outside Employees)	Apr. 1, 74 Apr. 1, 75 Apr. 1, 76	- - -	3.50 ** **	" " "	- - -	- - -	- - -	- - -	Mar. 31, 77

Note:

* Rate to be increased by 9 per cent or the actual per cent increase in the cost-of-living index for the period April 1, 1974 to March 31, 1975, whichever is greater.

** Rate to be increased by the per cent increase in the cost-of-living index for the period April 1, 1975 to March 1, 1976.

TABLE 57 cont'd

Municipality Union and Economic Region	Labourer				Clerk - Typist				Expiry Date of Agreement
	Effective Date	Minimum	Maximum	Pay Period	Effective Date	Minimum	Maximum	Pay Period	
<u>Central Ontario cont'd</u>		\$	\$			\$	\$		
Vaughan Town Corporation; and Public Employees 1090 (Outside Employees)	Apr. 16, 74 Feb. 1, 75	3.69 4.19	3.94 4.44	" "	- -	- -	- -	- -	Jan. 31, 76
Vaughan Town Corporation; and Public Employees 1090 (Office Employees)	- -	- -	- -	- -	May 1, 74 Feb. 1, 75	224.80 239.79	243.93 260.19	Bi-Wkly. "	Jan. 31, 76
Whitby Town Corporation; and Public Employees 53 (Outside Employees)	Jan. 1, 74 Jul. 1, 74 Apr. 1, 75 Oct. 1, 75 Apr. 1, 76 Oct. 1, 76	- - - - - -	4.01 4.74 5.02 5.27 5.64 5.98	Hrly. " " " " "	- - - - - -	- - - - - -	- - - - - -	- - - - - -	Mar. 31, 77
York Borough Corporation; and Public Employees 10 (Outside Employees)	Jan. 1, 74 Jan. 1, 75	- -	4.64 5.06	" "	- -	- -	- -	- -	Dec. 31, 75
York Borough Corporation; and Public Employees 840 (Office Employees)	- -	- -	- -	- -	Jan. 1, 74 Jul. 1, 74 Jan. 1, 75	121.00 123.00 135.00	151.00 154.00 168.00	Wkly. " "	Dec. 31, 75
<u>Niagara Region</u>		\$	\$			\$	\$		
Brantford City Corporation; and Public Employees 181 (Outside Employees)	Jan. 1, 74	-	3.91	Hrly.	-	-	-	-	Dec. 31, 74
Brantford City Corporation; and Public Employees 181 (Office Employees)	-	-	-	-	Jan. 1, 74	4,167.00	5,107.00	Yrly.	Dec. 31, 74
Dundas Town Corporation; and Public Employees 1006 (Outside Employees)	Jan. 1, 74	-	4.24	Hrly.	-	-	-	-	Dec. 31, 74
Fort Erie Town Corporation; and Public Employees 714 (Outside Employees)	Apr. 2, 74 Jan. 1, 75 Sep. 1, 75	- - -	4.22 4.47 4.74	" " "	- - -	- - -	- - -	- - -	Mar. 31, 76
Hamilton City Corporation; and Public Employees 5 (Outside Employees)	Feb. 1, 74	-	4.40	"	-	-	-	-	Jan. 15, 75
Hamilton City Corporation; and Public Employees 167 (Office Employees)	-	-	-	-	Feb. 1, 74	105.32	115.10	Wkly.	Jan. 31, 75

TABLE 57 cont'd

Municipality Union and Economic Region	Labourer				Clerk - Typist				Expiry Date of Agreement
	Effective Date	Minimum	Maximum	Pay Period	Effective Date	Minimum	Maximum	Pay Period	
<u>Niagara Region cont'd</u>		\$	\$			\$	\$		
Niagara Falls City Corporation; and Public Employees 135 (Outside and Office Employees)	Jan. 1, 74	-	4.42	Hrly.	Jan. 1, 74	-	7,379.00	Yrly.	Dec. 31, 74
Niagara Regional Municipality (Roads Div.); and Public Employees 1287 (Outside and Office Employees)	Jan. 1, 74	-	4.42	"	Jan. 1, 74	-	6,991.00	"	Dec. 31, 74
Port Colborne City Corporation; and Public Employees 155 (Outside Employees)	Jan. 1, 74	-	4.13	Hrly.	-	-	-	-	Dec. 31, 75
	Sep. 1, 74	-	4.42	"	-	-	-	-	
	May 1, 75	-	4.73	"	-	-	-	-	
Port Colborne City Corporation; and Public Employees 155 (Office Employees)	-	-	-	-	May 29, 74	-	7,639.92	Yrly.	May 28, 75
Royal Botanical Gardens Board; and Public Employees 5 (Outside Employees)	Feb. 1, 73	-	4.03	Hrly.	-	-	-	-	Jan. 15, 75
	Aug. 1, 73	-	4.17	"	-	-	-	-	
	Feb. 1, 74	-	4.40	"	-	-	-	-	
St. Catharines City Corporation; and Public Employees 150 (Outside Employees)	Jan. 1, 74	-	4.18	"	-	-	-	-	Dec. 31, 75
	Sep. 1, 74	-	4.43	"	-	-	-	-	
	May 1, 75	-	4.74	"	-	-	-	-	
St. Catharines City Corporation; and Public Employees 157 (Office Employees)	-	-	-	-	Jan. 1, 74	216.77	269.80	Bi-Wkly.	Dec. 31, 75
	-	-	-	-	Jan. 1, 75	234.11	291.38	"	
Saltfleet Township Corporation; and Public Employees 1220 (Outside and Office Employees)	May 1, 73	-	3.68	Hrly.	May 1, 73	4,571.19	5,115.34	Yrly.	Jul. 3, 74
	-	-	-	-	Jul. 3, 73	4,671.19	5,215.34	"	
Thorold Town Corporation; and Public Employees 151 (Outside Employees)	Jan. 1, 74	-	4.18	Hrly.	-	-	-	-	Dec. 31, 75
	Sep. 1, 74	-	4.43	"	-	-	-	-	
	May 1, 75	-	4.74	"	-	-	-	-	

TABLE 57 cont'd

Municipality Union and Economic Region	Labourer				Clerk - Typist				Expiry Date of Agreement
	Effective Date	Minimum	Maximum	Pay Period	Effective Date	Minimum	Maximum	Pay Period	
<u>Niagara Region cont'd</u>		\$	\$			\$	\$		
Thorold Town Corporation; and Public Employees 151 (Office Employees)	- - -	- - -	- - -	- - -	Jan. 1, 74 Jul. 1, 74 Apr. 1, 75	113.64 127.14 137.31	130.29 142.02 153.38	Wkly. " "	Dec. 31, 75
Welland City Corporation; and Electrical Workers (U.E.) 517 (Outside Employees)	Jan. 1, 74 Jul. 1, 74 Mar. 1, 75	- - -	4.28 4.54 4.86	Hrly. " "	- - -	- - -	- - -	- - -	Jan. 1, 76
Welland Parks and Recreation Board; and Electrical Workers (U.E.) 517 (Outside Employees)	Jan. 1, 73	-	4.00	"	-	-	-	-	Jan. 1, 74
West Lincoln Township Corporation; and Public Employees 1007 (Outside Employees)	Sep. 1, 74 Sep. 1, 75	- -	4.34 4.59	" "	- -	- -	- -	- -	Jan. 31, 76
<u>Lake Erie</u>									
Caradoc Township Corporation; and Public Employees 107 (Outside Employees)	Jan. 1, 74 Jan. 1, 75	- -	3.85 4.20	" "	- -	- -	- -	- -	Dec. 31, 75
Ingersoll Town Corporation; and Public Employees 107 (Outside Employees)	Oct. 1, 73 Oct. 1, 74	- -	3.75 4.00	" "	- -	- -	- -	- -	Sep. 30, 75
London City Corporation; and Public Employees 107 (Outside Employees)	Jan. 1, 74	3.36	4.29	"	-	-	-	-	Dec. 31, 74
London City Corporation; and Public Employees 101 (Office Employees)	-	-	-	-	Jan. 1, 74	4,880.00	7,330.00	Yrly.	Dec. 31, 74
London Township Corporation; and Public Employees 107 (Outside Employees)	Jan. 1, 74	-	3.40	Hrly.	-	-	-	-	Dec. 31, 74
Middlesex County Corporation; and Public Employees 101 (Office Employees)	-	-	-	-	May 1, 74	4,838.00	6,253.00	Yrly.	Dec. 31, 74
North Dorchester Township Corporation; and Public Employees 107 (Outside Employees)	Jan. 1, 74	-	3.45	Hrly.	-	-	-	-	Dec. 31, 74

TABLE 57 cont'd

Municipality Union and Economic Region	Labourer				Clerk - Typist				Expiry Date of Agreement
	Effective Date	Minimum	Maximum	Pay Period	Effective Date	Minimum	Maximum	Pay Period	
<u>Lake Erie cont'd</u>		\$	\$			\$	\$		
Oxford County Corporation; and Public Employees 1589 (Outside Employees)	Jan. 1, 74	-	3.70	"	-	-	-	-	Dec. 31, 74
Port Stanley Village Corporation; and Public Employees 101 (Outside Employees)	Sep. 15, 73	-	3.35	"	-	-	-	-	Oct. 15, 75
	Sep. 15, 74	-	3.55	"	-	-	-	-	
St. Thomas City Corporation; and Public Employees 35 (Outside Employees)	Oct. 16, 74	-	4.05	"	-	-	-	-	Dec. 31, 75
	Mar. 31, 75	-	4.20	"					
	Sep. 2, 75	-	4.25	"					
	Oct. 16, 75	-	4.35	"					
St. Thomas City Corporation; and Public Employees 841 (Office Employees)	-	-	-	-	Jan. 14, 74	5,642.00	6,060.60	Yrly.	Dec. 31, 75
Simcoe Town Corporation; and Public Employees 1614 (Office Employees)	-	-	-	-	Jan. 1, 75	-	94.48	Wkly.	Jul. 31, 75
Strathroy Town Corporation; and Public Employees 107 (Outside Employees)	Jan. 1, 73	-	3.51	Hrly.	-	-	-	-	Jun. 30, 75
Tillsonburg Town Corporation; and Public Employees 1669 (Outside Employees)	Jan. 1, 74	3.20	3.40	"	-	-	-	-	Apr. 1, 75
Woodstock City Corporation; and Public Employees 240 (Outside Employees)	Apr. 8, 74	-	3.78	"	-	-	-	-	Dec. 31, 75
	Jan. 1, 75	-	4.41	"	-	-	-	-	
Woodstock City Corporation; and Public Employees 1146 (Office Employees)	-	-	-	-	Jan. 1, 74	113.00	128.00	Wkly.	Dec. 31, 75
	-	-	-	-	Jan. 1, 75	121.48	137.60	"	
<u>Lake St. Clair</u>									
Amherstburg Town Corporation; and Electrical Workers (I.B.E.W.) 911 (Outside Employees)	Jan. 1, 74	-	4.29	Hrly.	-	-	-	-	Dec. 31, 74
Chatham City Corporation; and Public Employees 12 (Outside Employees)	Jan. 1, 74	-	3.95	"	-	-	-	-	Dec. 31, 74
Essex County Corporation; and Team- sters 880 (Outside Employees)	Jul. 1, 73	-	4.25	"	-	-	-	-	Jun. 30, 75
	Jul. 1, 74	-	4.55	"	-	-	-	-	

TABLE 57 cont'd

Municipality Union and Economic Region	Labourer				Clerk - Typist				Expiry Date of Agreement
	Effective Date	Minimum	Maximum	Pay Period	Effective Date	Minimum	Maximum	Pay Period	
Lake St. Clair cont'd		\$	\$			\$	\$		
Essex Town Corporation; and Public Employees 702 (Outside Employees)	May 1, 74	-	4.20	Hrly.	-	-	-	-	Apr. 30, 75
Forest Town Corporation; and Public Employees 14 (Outside Employees)	Jan. 1, 74	3.30	3.65	"	-	-	-	-	Dec. 31, 74
Kingsville Town Corporation; and Public Employees 528 (Outside Employees)	Apr. 1, 74	-	4.19	"	-	-	-	-	Mar. 31, 75
Leamington Town Corporation; and Public Employees 528 (Outside Employees)	Jan. 1, 74	-	4.27	"	-	-	-	-	Dec. 31, 74
Point Edward Village Corporation; and Public Employees 153 (Outside Employees)	Jan. 1, 74	-	3.75	"	-	-	-	-	Dec. 31, 74
Sandwich West Township Corporation; and Public Employees 701 (Outside Employees)	Jan. 1, 74	-	4.69	"	-	-	-	-	Dec. 31, 74
Sandwich West Township Corporation; and Public Employees 701 (Office Employees)	-	-	-	-	Jan. 1, 74	8,281.70	8,696.00	Yrly.	Dec. 31, 74
Sarnia City Corporation; and Public Employees 153 (Outside Employees)	Dec. 15, 73	-	3.95	Hrly.	-	-	-	-	Dec. 15, 74
Tecumseh Town Corporation; and Public Employees 702 (Outside Employees)	Jan. 1, 74 Jan. 1, 75	- -	4.56 4.97	Hrly. "	- -	- -	- -	- -	Dec. 31, 75
Wallaceburg Town Corporation; and Labourers 749 (Outside Employees)	Jan. 1, 74 Jul. 1, 74	- -	3.74 3.88	" "	- -	- -	- -	- -	Mar. 31, 75
Windsor City Corporation; and Public Employees 82 (Outside Employees)	Jan. 1, 74	-	4.65	"	-	-	-	-	Dec. 31, 74
Windsor City Corporation; and Public Employees 543 (Office Employees)	-	-	-	-	Jan. 1, 74	250.08	288.46	Bi-Wkly.	Dec. 31, 74

TABLE 57 cont'd

Municipality Union and Economic Region	Labourer				Clerk - Typist				Expiry Date of Agreement
	Effective Date	Minimum	Maximum	Pay Period	Effective Date	Minimum	Maximum	Pay Period	
<u>Midwestern Ontario</u>									
Cambridge City Corporation; and Public Employees 32 (Outside Employees)	Jun. 1, 74	-	4.27	Hrly.	-	-	-	-	Dec. 31, 75
	Jan. 5, 75	-	4.69	"	-	-	-	-	
Fergus Town Corporation; and Public Employees 241 (Outside Employees)	Mar. 1, 74	-	3.47	"	-	-	-	-	Feb. 28, 75
Guelph City Corporation; and Public Employees 241 (Outside Employees)	Feb. 1, 74	-	4.07	"	-	-	-	-	Jan. 31, 75
Guelph City Corporation; and Public Employees 973 (Office Employees)	-	-	-	-	Jan. 1, 74	104.64	121.68	Wkly.	Dec. 31, 75
	-	-	-	-	Jan. 1, 75	113.80	132.33	"	
Kitchener City Corporation; and Public Employees 68 (Outside Employees)	Feb. 7, 74	-	4.25	Hrly.	-	-	-	-	Feb. 6, 75
Kitchener City Corporation; and Public Employees 791 (Office Employees)	-	-	-	-	Jan. 1, 74	5,020.00	5,185.00	Yrly.	Dec. 31, 75
	-	-	-	-	Jan. 1, 75	5,472.00	5,652.00	"	
Kitchener City Corporation; and Electrical Workers (I.B.E.W.) 2345 (Outside Employees)	Mar. 1, 74	-	4.25	Hrly.	-	-	-	-	Feb. 28, 75
Stratford City Corporation; and Public Employees 197 (Outside Employees)	Jan. 1, 74	-	3.91	"	-	-	-	-	Dec. 31, 74
Waterloo City Corporation; and Public Employees 1542 (Outside Employees)	Jan. 1, 74	-	4.25	"	-	-	-	-	Dec. 31, 74
Waterloo Regional Municipality; and Public Employees 1656 (Outside Employees)	Jun. 23, 74	-	4.27	"	-	-	-	-	Dec. 31, 74
Woolwich Township Corporation; and Public Employees 1542 (Outside Employees)	May 9, 74	-	3.90	"	-	-	-	-	Dec. 31, 75
	Sep. 6, 74	-	4.27	"	-	-	-	-	
	Jan. 4, 75	-	4.65	"	-	-	-	-	
<u>Georgian Bay</u>									
Alliston Town Corporation; and Public Employees 255 (Outside Employees)	Jan. 1, 74	-	3.00	"	-	-	-	-	Dec. 31, 74
Barrie City Corporation; and Public Employees 1583 (Outside Employees)	May 13, 74	-	3.84	"	-	-	-	-	Dec. 31, 74

TABLE 57 cont'd

Municipality Union and Economic Region	Labourer				Clerk - Typist				Expiry Date of Agreement
	Effective Date	Minimum	Maximum	Pay Period	Effective Date	Minimum	Maximum	Pay Period	
Georgian Bay cont'd		\$	\$			\$	\$		
Bruce County Corporation; and Public Employees 1654 (Outside Employees)	Apr. 28, 74	-	3.40	"	-	-	-	-	Jul. 15, 75
	Jan. 1, 75	-	3.60	"	-	-	-	-	
Collingwood Town Corporation; and Public Employees 1217 (Outside Employees)	May 15, 74	3.77	3.92	Hrly.	-	-	-	-	May 14, 75
Grey County Corporation; and Public Employees 1530 (Outside Employees)	Feb. 1, 74	-	3.00	"	-	-	-	-	May 31, 75
	Oct. 1, 74	-	3.20	"	-	-	-	-	
Grey County Corporation; and Public Employees 1530 (Office Employees)	-	-	-	-	Apr. 1, 74	-	5,245.00	Yrly.	May 31, 75
	-	-	-	-	Dec. 1, 74	-	5,625.00	"	
Hanover Town Corporation; and Public Employees 255 (Outside Employees)	Jun. 1, 74	-	3.40	Hrly.	-	-	-	-	May 31, 75
Huntsville Town Corporation; and Civil Service Association of Ontario (Outside Employees)	Jan. 1, 73	2.74	3.02	"	-	-	-	-	Dec. 31, 73
Midland Town Corporation; and Civil Service Association of Ontario (Outside Employees)	Apr. 1, 74	-	3.73	"	-	-	-	-	Mar. 31, 76
	Apr. 1, 75	-	4.13	"	-	-	-	-	
Muskoka Lakes Township Corporation; and Civil Service Association of Ontario (Outside Employees)	Jul. 1, 74	-	3.33	"	-	-	-	-	Jun. 30, 76
	Jul. 1, 75	-	3.71	"	-	-	-	-	
Nottawasaga Township Corporation; and Public Employees 1217 (Outside Employees)	Jul. 1, 73	-	2.95	"	-	-	-	-	Jun. 30, 75
	Jul. 1, 74	-	3.30	"	-	-	-	-	
Orillia City Corporation; and Public Employees 512 (Outside Employees)	Sep. 18, 74	-	3.93	Hrly.	-	-	-	-	Feb. 28, 76
	Mar. 1, 75	-	4.43	"	-	-	-	-	
Owen Sound City Corporation; and Public Employees 443 (Outside Employees)	Jan. 1, 74	-	3.98	"	-	-	-	-	Dec. 31, 74
Owen Sound City Corporation; and Public Employees 1189 (Office Employees)	-	-	-	-	Jan. 1, 74	108.00	116.64	Wkly.	Dec. 31, 74

TABLE 57 cont'd

Municipality Union and Economic Region	Labourer				Clerk - Typist				Expiry Date of Agreement
	Effective Date	Minimum	Maximum	Pay Period	Effective Date	Minimum	Maximum	Pay Period	
<u>Georgian Bay cont'd</u>		\$	\$			\$	\$		
Parry Sound Town Corporation; and Public Employees 17 (Outside Employees)	Jan. 1, 74	-	3.36	Hrly.	-	-	-	-	Dec. 31, 74
Parry Sound Town Corporation; and Public Employees 17 (Office Employees)	-	-	-	-	Jan. 1, 74	499.00	624.00	Mthly.	Dec. 31, 74
Port Elgin Town Corporation; and In- ternational Operating Engineers 793 (Outside Employees)	Jan. 1, 74	-	2.91	Hrly.	-	-	-	-	Dec. 31, 74
Saugeen Township Corporation; and International Operating Engineers 793 (Outside Employees)	Apr. 1, 74	-	3.38	"	-	-	-	-	May 31, 75
Southampton Town Corporation; and International Operating Engineers 793 (Outside Employees)	Jan. 1, 74	-	2.65	Hrly.	-	-	-	-	Dec. 31, 75
	Jul. 1, 74	-	2.70	"	-	-	-	-	
Walkerton Town Corporation; and International Operating Engineers 793 (Outside Employees)	May 1, 75	-	3.50	"	-	-	-	-	Apr. 30, 76
	Jan. 1, 75	-	3.58	"	-	-	-	-	
	May 1, 75	-	4.00	"	-	-	-	-	
<u>Northeastern Ontario</u>									
Black River-Matheson Township Corporation; and Public Employees 1490 (Outside Employees)	Jan. 1, 74	-	3.56	"	-	-	-	-	Dec. 31, 74
Black River-Matheson Township Corporation; and Public Employees 1451 (Office Employees)	-	-	-	-	Jan. 1, 74	-	235.00	Bi-Wkly.	Dec. 31, 74
Blind River Town Corporation; and Labourers 1036 (Outside Employees)	Jan. 1, 74	-	3.45	Hrly.	-	-	-	-	Jan. 1, 75
Chapleau Township Corporation; and Public Employees 887 (Outside Employees)	Jul. 1, 73	-	3.11	"	-	-	-	-	Jun. 30, 75
	Jul. 1, 74	-	3.37	"	-	-	-	-	
Cobalt Town Corporation; and Public Employees 127 (Outside Employees)	Jan. 1, 74	-	3.36	"	-	-	-	-	Dec. 31, 75
	Jan. 1, 75	-	3.70	"	-	-	-	-	

TABLE 57 cont'd

Municipality Union and Economic Region		Labourer			Clerk - Typist				Expiry Date of Agreement
		Effective Date	Minimum	Maximum	Pay Period	Effective Date	Minimum	Maximum	
Northeastern Ontario cont'd			\$	\$			\$	\$	
Cochrane Town Corporation; and Public Employees 71 (Outside Employees)	Jan. 1, 74	-	3.80	Hrly.	-	-	-	-	Dec. 31, 75
	Jan. 1, 75	-	4.30	"	-	-	-	-	
Elliot Lake Township Corporation; and Public Employees 170 (Outside Employees)	Oct. 1, 73	-	3.67	"	-	-	-	-	Sep. 30, 74
Espanola Town Corporation; and Public Employees 534 (Outside Employees)	Jan. 1, 74	-	3.73	"	-	-	-	-	Dec. 31, 74
Hearst Town Corporation; and Public Employees 1536 (Outside Employees)	Jan. 1, 74	-	3.75	"					Dec. 31, 74
Iroquois Falls Town Corporation; and Public Employees 259 (Outside Employees)	Jan. 1, 74	-	3.79	"	-	-	-	-	Dec. 13, 74
Kapuskinging Town Corporation and Kapuskinging Public Utilities Com- mission; and Public Employees 369 (Outside Employees)	Sep. 1, 73	-	4.09	"	-	-	-	-	Aug. 31, 75
	Sep. 1, 74	-	4.44	"	-	-	-	-	
Kirkland Lake Town Corporation; and Public Employees 26 (Outside Employees)	Mar. 1, 74	-	3.70	"	-	-	-	-	Apr. 30, 76
	Mar. 1, 75	-	3.95	"	-	-	-	-	
	Sep. 1, 75	-	4.20	"	-	-	-	-	
Mattawa Town Corporation; and Public Employees 1465 (Outside Employees)	Sep. 15, 73	-	3.00	"	-	-	-	-	Sep. 14, 74
Nickel Centre Town Corporation; and Public Employees 6 (Outside Employees)	Jan. 1, 74	-	4.01	"	-	-	-	-	Dec. 31, 74
Nickel Centre Town Corporation; and Public Employees 33 (Office Employees)	-	-	-	-	Jan. 1, 74	-	447.26	Mthly.	Dec. 31, 74
North Bay City Corporation; and Public Employees 122 (Outside Employees)	Jan. 1, 74	-	4.05	Hrly.	-	-	-	-	Dec. 31, 74
Rayside-Balfour Town Corporation; and Public Employees 6 (Outside Employees)	Jan. 1, 74	-	4.10	"	-	-	-	-	Dec. 31, 75
St. Joseph Township Corporation; and Labourer's 1036 (Outside Employees)	Mar. 1, 74	-	3.36	"	-	-	-	-	Feb. 28, 75
Sault Ste. Marie City Corporation; and Public Employees 3 (Outside Employees)	Feb. 1, 73	-	3.76	"	-	-	-	-	Jan. 31, 75
	Feb. 1, 74	-	4.06	"	-	-	-	-	

TABLE 57 cont'd

Municipality Union and Economic Region	Labourer				Clerk - Typist				Expiry Date of Agreement
	Effective Date	Minimum	Maximum	Pay Period	Effective Date	Minimum	Maximum	Pay Period	
<u>Northeastern Ontario cont'd</u>		\$	\$			\$	\$		
Sault Ste. Marie City Corporation; and Public Employees 67 (Office Employees)	-	-	-	-	Feb. 1, 74	467.00	557.00	Mthly.	Jan. 31, '75
Sturgeon Falls Town Corporation; and Public Employees 535 (Outside Employees)	Jan. 1, 74	-	4.08	Hrly.	-	-	-	-	Dec. 31, 74
Sudbury City Corporation; and Public Employees 6 (Outside Employees)	Jan. 1, 74	-	4.13	"	-	-	-	-	Dec. 31, 75
	Jul. 1, 74	-	4.21	"	-	-	-	-	
	Jan. 1, 75	-	4.59	"	-	-	-	-	
Sudbury City Corporation; and Public Employees 207 (Office Employees)	-	-	-	-	Jan. 1, 74	2.37	3.04	Hrly.	Dec. 31, 75
	-	-	-	-	Jul. 1, 74	2.42	3.10	"	
	-	-	-	-	Jan. 1, 75	2.64	3.38	"	
Sudbury Regional Municipality; and Public Employees 6 (Outside Employees)	Jan. 1, 73	-	3.75	Hrly.	-	-	-	-	Dec. 31, 73
Sudbury Regional Municipality; and Public Employees 207 (Office Employees)	-	-	-	-	Jan. 1, 74	2.37	3.04	Hrly.	Dec. 31, 75
	-	-	-	-	Jul. 1, 74	2.42	3.10	"	
	-	-	-	-	Jan. 1, 75	2.64	3.38	"	
Timmins City Corporation; and Public Employees 210 (Outside Employees)	Apr. 1, 73	-	3.38	Hrly.	-	-	-	-	Mar. 31, 74
Timmins City Corporation; and Public Employees 434 (Office Employees)	-	-	-	-	Jan. 1, 74	4,874.00	5,388.00	Yrly.	Dec. 31, 74
Valley East Town Corporation; and Public Employees 6 (Outside Employees)	Jan. 1, 74	-	3.59	Hrly.	-	-	-	-	Dec. 31, 75
	Jul. 1, 74	-	3.69	"	-	-	-	-	
	Jan. 1, 75	-	3.92	"	-	-	-	-	
<u>Lakehead-Northwestern Ontario</u>									
Atikokan Township Corporation; and Public Employees 752 (Outside Employees)	May 1, 74	-	4.32	"	-	-	-	-	Apr. 30, 76
	May 1, 75	-	4.54	"	-	-	-	-	
	Nov. 1, 75	-	4.77	"	-	-	-	-	
Dresden Town Corporation; and Teamsters 880 (Outside Employees)	Mar. 27, 74	-	3.80	Hrly.	-	-	-	-	Mar. 27, 75
Dryden Town Corporation; and Electric Workers (I.B.E.W.) 1730 (Outside and Office Employees)	Apr. 1, 74	-	3.81	"	Apr. 1, 74	-	564.64	Mthly.	Mar. 31, 75

TABLE 57 cont'd

Municipality Union and Economic Region	Labourer				Clerk - Typist				Expiry Date of Agreement
	Effective Date	Minimum	Maximum	Pay Period	Effective Date	Minimum	Maximum	Pay Period	
<u>Lakehead-Northwestern Ontario cont'd</u>		\$	\$			\$	\$		
Fort Frances Town Board of Parks; and Public Employees 65 (Outside Employees)	Feb. 1, 74 Jul. 1, 74 Feb. 1, 75	- - -	4.25 4.33 4.68	Hrly. " "	- " "	- " "	- " "	- " "	Jan. 31, 76 " "
Fort Frances Town Corporation; and Public Employees 65 (Outside and Office Employees)	Feb. 1, 74 Jul. 1, 74 Feb. 1, 75	- - -	4.22 4.30 4.64	" " "	Feb. 1, 74 Jul. 1, 74 Feb. 1, 75	507.00 517.00 558.00	563.00 574.00 620.00	Mthly. " "	Jan. 31, 76 " "
Keewatin Town Corporation; and Teamsters 990 (Outside Employees)	May 1, 74	-	3.82	"	-	-	-	-	Apr. 30, 75
Ignace Township Corporation; and Public Employees 87 (Outside Employees)	May 1, 74 Jan. 1, 75	- -	3.75 4.13	" "	- -	- -	- -	- -	Dec. 31, 75 "
Kenora Town Corporation; and Public Employees 191 (Outside Employees)	Jan. 1, 74 Jul. 1, 74 Jan. 1, 75 Jul. 1, 75	- - - -	3.91 4.06 4.26 4.47	" " " "	- - - -	- - - -	- - - -	- - - -	Dec. 31, 75 " " "
Shuniah Municipality; and Public Employees 87 (Outside Employees)	Jan. 1, 74 Jul. 1, 74	- -	3.71 3.75	" "	- -	- -	- -	- -	Dec. 31, 74 "
Sioux Lookout Town Corporation; and Public Employees 87 (Outside Employees)	Jan. 1, 74 Jan. 1, 75	- -	4.00 4.36	" "	- -	- -	- -	- -	Dec. 31, 75 "
Rainy River Town Corporation; and Public Employees 65 (Outside Employees)	Jan. 1, 74	-	3.50	"	-	-	-	-	Dec. 31, 74
Thunder Bay City Corporation; and Public Employees 87 (Outside Employees)	Jan. 1, 74 Jan. 1, 75	- -	4.43 4.87	Hrly. "	- -	- -	- -	- -	Dec. 31, 75 "
Thunder Bay City Corporation; and Public Employees 87 (Office Employees)	- - -	- - -	- - -	- - -	Jan. 1, 74 Jul. 1, 74 Jan. 1, 75	4,604.00 4,784.00 5,251.00	5,628.00 5,848.00 6,417.00	Yrly. " "	Dec. 31, 75 " "

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